

W e n d y

O v e n s



Associates
cc

**TOWARDS A JIPSA BUSINESS PLAN FOR
STRENGTHENING URBAN PLANNING SKILLS IN
SOUTH AFRICA:**

Assessment of planning skills in South Africa

October, 2007

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1. INTRODUCTION

There is anecdotal evidence that the number of planners in the country has declined in recent years and that the demand for planners does not meet the supply. With planning being recognised as being one of the key skills identified as urgent to the delivery of infrastructure and services, it is important to try to gain an understanding of how many planners are currently available in the country, and how many are needed. This includes two aspects - are there enough planners in the country to fill the necessary posts for planners and to ensure effective and fast-tracked service delivery? The second aspect is whether or not the planners we do have are able to perform the planning required of them.

In order to gain a more comprehensive understanding of planning, however, it is also important to understand what a planner is, what they are required to do and what skills and competencies they need to do this. Thus, it is important to understand the number and type of students qualifying with tertiary planning qualifications (race, gender etc), what courses are available in each institution (i.e. what kind of planners are being supplied), and the registration of planners. In addition, it is important to consider both the qualitative and quantitative aspects of the demand for planners.

The first part of the report examines the supply of planners in the country. It does this by initially focusing on how planning (and thus planners) is defined and what the legislative requirements for planners are. Secondly, it considers the diversity of planners, and the qualifications associated with planning. Thirdly, it examines a number of sources to try to ascertain the actual number of planners likely to be currently available in the country. The second part of the report turns to consider the demand for planners in the country in both a qualitative and quantitative sense. Initially it looks at the nature of the demand for planning. This includes a description of the demand for planning, focusing on the change in demand in recent years. This is followed by a brief discussion of issues around registration as the requirement that planners will be registered with the South African Council of Planners (SACPLAN) to be able to perform certain tasks will obviously impact on the nature of the planner required. Following this, the number of planning posts (both filled and vacant) currently in the country is examined. This includes an assessment of those in the private sector, those in national, provincial and local government, those in academic institutions, and those in NGOs and research institutes, and in parastatals. The conclusion draws together the findings of the report, highlighting the importance of effective planning for the long term

environmental, social and financial sustainability of municipalities, and the country as a whole. In addition, several recommendations with regard to addressing the demand for planners are made.

2. PLANNING AND PLANNERS – THE MEANING & LEGISLATIVE FRAMEWORK

2.1 Meaning of the term ‘planning’ in South Africa today

While municipal planning, town planning and regional planning are often used synonymously, there are important differences between them. Town planning (or urban or city planning) deals with the economic, social and physical development of local areas, and is associated with development control. This includes land use management and land development, and consists of activities such as urban design and planning, land use zoning, building regulations, and town planning schemes. Regional planning usually addresses broader, more strategic issues than traditional town planning, and often takes place in the context of significant change, such as large-scale patterns of urbanisation and economic decline, or administrative imperatives, such as boundary re-demarcation. It deals with the design and efficient placement of activities and infrastructure across a significantly larger geographic area and may combine various town planning initiatives within one overall regional plan in order to ensure sustainable economic growth of a region.

At municipal level it is important to consider both the **geographical** nature of South African municipalities as they are constituted today, and the **legislative and policy environment** in which they operate.

Before 1994 planning in municipalities “usually referred to land use matters – layout of public housing schemes, preparation and maintenance of ‘town planning schemes’ and other similar instruments relation to ‘zoning’ the use of land, and the decisions taken by many local authorities concerning land-use matters. ... a special feature of its role .. was direct management of private sector activity – through planning and deciding where different types of land development and use were allowed to take place”¹. This has also been seen as “the ‘core business’ of planning – statutory systems for plan-making and control of development” (Hague, 3). The town planning office was usually “appended to the town/city engineer’s department. This meant that spatial design was usually subordinate to the perceived technical requirements of the urban infrastructure”.²

The consolidation of 863 municipalities into 284, along with the introduction of wall-to-wall municipalities across the country that occurred through the demarcation of new local

¹ Mabin, 42, cited in Ovens & Associates, 2006

² Ibid, 62

government boundaries had serious implications for municipal planning. Many areas previously not falling under a municipal authority were brought under local government control for the first time. Municipalities now cover far larger areas than before and also include areas that were previously un-serviced, or under-serviced. Thus South African municipalities can now be said to constitute regions or at least mini-regions. This means that planners face very different challenges in municipalities today. In addition, in the newly established municipalities, new systems, procedures and structures had to be established.

Planning at municipal level therefore encompasses the concepts of both town and regional planning given the expanded geographic extent of the new local government structures and the inclusion of rural, urban and peri-urban areas into a single administrative entity. It involves not only the design and regulatory aspects of planning traditionally associated with town planning (zoning, town planning schemes, etc), but also includes a broader perspective, incorporating long term strategic planning for the municipality, and integrated development planning generally associated with regional development planning³.

There has been a concurrent shift towards developmental local government. Emphasis is now placed not only on outcomes, “but also on processes that foster connections, negotiations and consensus-seeking solutions to urban problems”⁴. Planning departments in municipalities therefore need to deal with both the more localized, spatial aspects of planning, as well as the broader, multi-sectoral and strategic regional issues. In addition, they operate within the governance framework applicable to the entire municipality, which includes a participatory, consultative and transparent approach, and is directly linked to the performance management and budgeting systems of the municipality.

The introduction of developmental local government and the reorientation of the municipal process from top-down planning and management to effective governance means that “local governance involves a variety of local agents in the sharing of power, with municipal government having a co-ordinating rather than a monopolistic and controlling role”. This impacts greatly on the role and approach of planners. The relatively recent shift to developmental local government and related integrated planning development has meant a

“preoccupation with more strategic planning processes that respond to change more flexibly and provide the challenge for planners to move beyond planning into implementation. This is a radical departure for a profession not necessarily well versed with the language of delivery. The shift (in the practice of planning) is represented by the move from the “master planning” tradition of control and forecasting, to a

³ Ibid

⁴ Watson, 1998 cited in Beall et al: 18

managerial approach that favours a more strategic response to issues. The broadening refers to the need for planners to understand planning as well as implementation processes”⁵.

“Developmental local government gives rise to new obligations which go beyond the delivery of basic services and actually places the municipality at the centre of fundamental transformation of the quality of life of its local communities. This is underpinned by principles of transparency, accountability, co-operative governance, institutional transformation, integrated planning and a partnership with the people”⁶. This requires certain levels, and new types, of capacity at local government level. Thus the shift in local government policy and attitudes has serious ramifications for the all aspects of planning, including the structuring of departments, and the types of skills required of planners.

2.2 “Planning” and ‘planner’ as defined in legislation

The **Planning Professions Act (2002)** defines planning as the following:

- (a) Planning and the planning profession are areas of expertise which involve the initiation and management of change in the built and natural environment across a spectrum of areas, ranging from urban to rural and delineated at different geographic scales (region, sub-region, city, town, village, neighbourhood), in order to further human development and environmental sustainability, specifically in the fields of-
 - (i) the delimitation, regulation and management of land uses;
 - (ii) the organisation of service infrastructure, utilities, facilities and housing; and
 - (iii) the co-ordination and integration of social, economic and physical through the synthesis and integration of information for the preparation of strategic, policy, statutory and other development plans within the South African development context.

In addition, the Act indicates that planning must pursue and serve the interests of the public to benefit the present and future generations”⁷.

The Act states that a planner “means a person who exercises skills and competencies in initiating and managing change in the built and natural environment in order to further human development and environmental sustainability as contemplated in section 2(a), and who is registered in one or more of the categories contemplated in section 13(4)” (outlined below).

⁵ KZN PPDC, 2005, cited in Ovens & Associates, 2006

⁶ Nelson Mandela Municipality IDP, 2005

⁷ Ibid

The Council must consider an application for registration and must register the applicant in the relevant category, and issue to him or her a registration certificate in the prescribed form if it is satisfied that the applicant:

- (a) in the case of a person applying for registration as a candidate planner-
 - (i) is registered for, or has completed, an accredited planning educational programme at the National Qualifications Framework level 5 or higher; and
 - (ii) is, in the Council's opinion, a fit and proper person to engage in planning work under the control and supervision of a technical or a professional planner or such other person or institution as determined by the Council;
- (b) in the case of a person applying for registration as a technical planner
 - (i) has completed an accredited planning educational programme at the National Qualifications Framework level 6 or higher,
 - (ii) has undergone practical training of not less than two years or as may be prescribed by the Council, and
 - (iii) has passed a competency assessment as determined by the Council;
- (c) in the case of a person applying for registration as a professional planner--
 - (i) has completed an accredited planning educational programme at the National Qualifications Framework level 7 or higher;
 - (ii) has undergone practical training of not less than two years or as *may* be prescribed by the Council, and
 - (iii) has passed a competency assessment determined by the Council.

The **White Paper on Spatial Planning (2001)** identifies two key elements of the spatial planning⁸, land use management and land development function of local government, traditionally known as 'forward planning' (focused more towards regional and strategic planning) and 'development control' (linked more to the traditional "town" planning function), and suggests that these terms respectively align to the concepts of integrated development planning and land use management used in the Municipal Systems Act. Successful local spatial planning, land use management and land development links the forward planning and development control functions. Traditionally the development control function was seen as the means for implementing forward planning, and the two functions were separated from each other. Historically local government performed development control functions, in the form of building regulations, before it started doing any institutionalised forward planning. Planning requirements tended to be superimposed on existing legal frameworks for development control, having a limited effect on that body of rules and regulations, and thus had a limited

⁸ **The Land Use Management Bill (2007)** defines 'Spatial planning' as the preparation of plans aimed at guiding, directing or regulating all land development activities in a defined area in order to determine or influence the spatial consequences of such land development activities.

impact on actual patterns of land development. The White paper also highlights the role of the municipality in facilitating development: “an important conceptual shift is that in the new system the primary role of government - and especially local government - in relation to spatial planning, land use management and land development is no longer merely the control of development (although that remains an essential function). The facilitation of appropriate development is an important new responsibility.” Thus municipal planning can be seen to have two key aspects, one being more strategic and policy related, and the other more practical and implementation oriented.

The Municipal Systems Act 32 (2000) defines ‘Municipal planning’ as including “*the preparation of spatial development frameworks, as a sectoral plan forming part of the integrated development plan*”, and requires the compilation and implementation of an integrated development plan in terms of Chapter 5 of the Act and the regulations to this Act. Section 24(1) in the Municipal Systems Act states that “...the planning undertaken by a municipality must be aligned with, and complement, the development plans and strategies of other affected municipalities and other organs of state so as to give effect to the principles of co-operative government contained in Section 41 of the Constitution”. Thus, the municipality's IDP must reflect alignment with national and provincial programmes.

The Municipal Demarcation Board (MDB) distinguishes between what is meant by municipal planning for a district municipality as compared to municipal planning in a local municipality⁹: In the case of district municipalities, the MDB views “municipal planning” as “*Integrated development planning for the district as a whole, including a framework for integrated development plans of all municipalities in the area of the district municipality*”. In the case of local municipalities “municipal planning” means “*Integrated development planning for the local municipality in accordance with the framework for integrated development plans prepared by the district municipality*” as well as “*Development and implementation of a town planning scheme or land use management scheme for the municipality including administration of land use development applications in the form of special consents, rezonings and departures*”.

Section 154 of the **Constitution** addresses the developmental duties of local government and indicates that a municipality must:

⁹ See MDB “*Definitions, Norms and Standards*” 2006 – www.demarcation.org.za

- (a) Structure and manage its administration and budgeting and planning processes to give priority to the basic needs of the community, and to promote the social and economic development of the community.
- (b) Participate in national and provincial development programmes.

In addition, a number of broad spatial policies have been developed in recent years - the National Spatial Development Perspective (NSDP), Provincial Growth and Development Strategy (PGDS) (and associated plans) and IDPs respectively. Of these, only IDPs are a statutory requirement at district and local level, according to the Municipal Systems Act of 2000.

In contrast to the role planning played in the past, integrated development planning, a key tool of developmental local government, constitutes a central function of municipal management, as part of an integrated system of planning and delivery. The IDP process is intended to incorporate decisions relating to municipal budgets, land management, local economic development and institutional transformation, and to do this in a consultative, systematic and strategic manner. IDPs should guide the activities of any agency from the other spheres of government, corporate service providers, NGOs and the private sector within the municipal area. Through the IDP process the municipality consults with its residents, identifies its priority issues and challenges, and determines its vision, objectives and strategies. A critical aspect of the IDP is to link planning to the municipal budget (i.e. allocation of internal or external funding to the identified projects) because this will ensure that implementation of projects and hence development is directed by and co-ordinated through the IDP.

The **White Paper on Local Government (1998)** emphasised the role of the IDP in providing a long-term vision for development, linking and co-ordinating the various sector plans, strategies and projects relating to a specific locality, aligning the financial and human resources of the municipality with the implementation of strategies, helping municipalities to focus on the environmental sustainability in their delivery and development strategies, and providing a basis for longer term budgeting¹⁰. Harrison links successful integrated planning directly to the institutional capacity of the municipality, and notes that it is “it is not always accepted that sensible planning should be considered a core function of a municipality”. He outlines several problems which have emerged in the IDP process, one of which is the “marginalisation of the spatial” and a related neglect of land use management or innovative spatial planning. In addition, there tends to have been a disproportionate focus on procedural issues associated with integrated development planning, with the assumption being that good

¹⁰ Harrison, 2001, 176

process will lead to good outcomes, which is not always the case. It is important to maintain a delicate balance between the processes of planning and the substance of planning.

The White Paper states that municipalities will need to develop at least three sets of capacities in order to play an effective developmental role, and to improve performance with respect to service delivery, all of which link directly to municipal development planning. These are:

- (a) Strategic capacity to assess, plan and develop innovative programmes to meet local needs and to make a significant contribution to social and economic development;
- (b) Integrated capacity to co-ordinate and integrate outputs from inside and outside the administration to ensure developmental outcomes; and
- (c) A community orientation to inform user-friendly, relevant and quality services to local communities¹¹.

The White Paper outlines the following role for district municipalities, all directly linked to municipal development planning:

- (a) District government should be re-organised around a set of standard planning and development regions and given key responsibilities for district-wide integrated development planning, including land-use planning, economic planning and development, and transport planning;
- (b) The role of district governments as infrastructural development agents should be continued through the retention of Regional Services Council levies. District government should also provide bulk-services where required;
- (c) The ability of district government to provide on-demand assistance, as well as systematic capacity building to municipalities will be promoted. The capacity-building role of district government should be focused on increasing the capacity of Category (B) municipalities to assume municipal functions¹²; and
- (d) In areas where municipalities with inadequate administrative capacity are established, the capacity of district government to provide and maintain appropriate levels of municipal services will be legally permitted and actively fostered.

Section 83(3) of the **Municipal Structures Act (1998)** clearly outlines the role and responsibility for the district municipality as:

¹¹ See the White Paper on Local Government Pages 102-103.

¹² This seems to assume that district municipalities will have greater capacity than do local municipalities within their area, which is not always the case.

“A district municipality must seek to achieve the integrated, sustainable and equitable social and economic development of its area as a whole by:

- (a) Ensuring integrated development planning for the district as a whole;
- (b) Promoting bulk infrastructural development and services for the district as a whole;
- (c) Building the capacity of local municipalities in its area to perform their functions and exercise their powers where such capacity is lacking; and
- (d) Promoting the equitable distribution of resources between the local municipalities in its area to ensure appropriate levels of municipal services within the area.”

2.3 Importance of developing planning capacity

Planning is crucial to correct the spatial imbalances that arose from South Africa’s history. In both urban and rural areas, residents and local economies have suffered from previous inefficient planning and unproductive use of resources. Effective planning is needed to ensure that spaces are utilised to their best advantage with the most possible gain for the residents, businesses etc within those areas. This incorporates both “regional” and “town” planning in one geographic area as a direct result of the geographic extent of the local government structures and the inclusion of rural, urban and peri-urban areas into a single administrative entity. This complexity of municipal space and the developmental obligations of local government provide compelling reasons for competent and efficient municipal planning, including complex land use patterns, the incorporation of both urban and rural areas within one municipality’s boundaries, the geographic extent of municipalities, the incorporation of traditional authority areas and issues of equity.

Anticipating growth needs for a municipality is crucial, and planners need to balance short term needs for delivery (e.g. of housing or services) against long term issues of sustainability. The IDP process involves working with residents to establish an overall vision for the entire municipality, and planning strategically to ensure equitable service delivery across the municipality, promote economic development, provide infrastructure and ensure the long term sustainability of the municipality. To do this officials need a thorough spatial understanding of the region, the interrelationships between different sectors such as the economy, health, education, transport etc., and to plan for the long term development and sustainability of all aspects of the region. Municipal planning departments therefore now need the capacity to

deal with both the more localized, development control aspects of planning, as well as the broader, strategic regional issues. This involves the production of a number of plans and strategic documents including the IDP, SDF (Spatial Development Framework), LUMS (Land Use Management Scheme), contributions to sector plan development (e.g. water services development plans, solid waste management plan etc), environmental management and development control.

In addition, development promotion and revenue generation are both fundamentally linked to municipal planning. Releasing land for development, ensuring correct zoning, ensuring municipal land uses are correctly linked to rating and billing systems, is critical to generating income and thus to the long-term financial sustainability of the municipality. Thus effective municipal planning is directly linked to increased revenue for the municipality, which enables it to fulfil its mandate more effectively.

As indicated earlier, the nature of municipal planning has changed significantly over time. In addition, the level of municipal planning capacity required will vary depending on the type of municipality. Planners are also necessary at other spheres of government, and in private practice, research institutes, and NGOs.

For the Municipal Planning function, a minimum level of service would be the following:

- Establish municipal planning by laws which are compliant with national and provincial legislation
- Prepare an IDP framework in accordance with the Municipal Systems Act
- Prepare SDFs, LUMS
- Enforce planning by laws
- Perform the authority role linked to the municipal planning function

Thus each municipality should have a department or sub department with at least one person dedicated to municipal planning *who is a qualified professional planner*. The number of planners would vary depending on the type of municipality. For example, a type one municipality (i.e. one which mainly consists of traditional authority areas and/or contains no established towns – see appendix A) may only require one planner with a few years experience, whereas a metro would require a number of planners, and higher levels of specialisation. Ideally, all planning departments should be headed by a qualified and registered planner. Earlier research has demonstrated that some municipalities do not

understand the planning function, or the qualifications and experience required for planners¹³. This is exacerbated by the availability of various planning-related short courses such as development planning, project management, and IDPs. Consequently, some incumbents managing municipal planning departments feel that attending such courses has qualified them to do the job adequately. The key characteristics of municipal planners (in terms of knowledge, skills, communication, creativity and qualifications have been outlined in earlier research¹⁴ and are listed below. ***The depth and extent of these obviously varies depending on the type of municipality.*** A more detailed breakdown by type is provided in Appendix A.

KNOWLEDGE

Knowledge (from basic to advanced depending on type of municipality) of activities such as:

- An understanding of legislation/ordinances (national & provincial) and municipal policy, existing plans and planning processes and procedures with respect to the development agenda
- Institutional arrangements
- Intergovernmental relations
- IDP requirements and preparation
- Integration of spatial and sector plans
- Prioritisation methodologies
- Project costing
- Planning and organising
- Technical standards/procedures
- Needs and priorities of stakeholders
- Performance management

SKILLS

Skills (from basic to competent depending on level of planner and type of municipality) such as:

- Analytical thinking to guide and create the development agenda for the municipality
- Research
- Computer utilisation
- Policy formulation
- Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints
- Adaptability during changes to meet the goals
- Problem solving
- Stakeholder identification and management
- Formal presentation/ public speaking
- Report drafting with respect to development planning applications
- Management of development planning objections and preparation of legal arguments in this regard

COMMUNICATION

¹³ Sisonke Development, Berrisford and Ovens and Associates, 2006

¹⁴ Ovens and Associates, 2006

- Providing or obtaining information requiring difficult explanation
- Public appearances and debating

CREATIVITY

- Facilitate development of vision for municipality
- Creativity is required to develop completely new methods/policies/ understanding

QUALIFICATIONS & TRAINING

A degree or diploma in town and regional planning

STATUTORY REQUIREMENTS AND OR PROFESSIONAL MEMBERSHIP

Compulsory registration with SA Council for Planners as town and regional planner

3. DIVERSITY OF PLANNERS AND PLANNING QUALIFICATIONS

The increasing complexity of the planning function has led to an increase in the number of planning related courses available including fields such as environmental management, development studies, public policy, housing, local economic development etc. This means that in many respects planning is no longer a discrete discipline.

The following planning courses are currently available at tertiary institutions in the country, not all of them accredited by the SA Council for Planners:

Academic Institution	Nature of Planning Programme
University of Cape Town*	BSc (Planning)
	Master of City Planning and Urban Design
	Master of City and Regional Planning *
University of KwaZulu Natal*	Master (TRP)
University of the Witwatersand*	BSc (Town and Regional Planning)
	MSc (Development Planning)
University of Pretoria*	B (Town and Regional Planning)
	Masters (Town and Regional Planning)
University of Potchefstroom*	B Art et Science (Bepl)
University of Stellenbosch*	Masters (TRP)
University of the Free State*	Honours (Spatial Planning)
	Masters (Urban and Regional Planning)
University of Venda*	B.URP (Bachelor of Urban and Regional Planning)
	B.EnvSc. (Bachelor of Environmental Sciences with Planning)
	B.EnvSc (Hons URP)
	BEHURP (Hons Planning)
	M.URP. (Master Urban and Regional Planning)
	M. Env Sc. (Master of Environmental Science in Urban & Regional Planning)
Durban University of Technology ~	National Diploma (TRP)
	B-Tech (Town and Regional Planning)
Cape Peninsula University of Technology ~	National Diploma (TRP)
	B-Tech (Town and Regional Planning)
	M-Tech (Town and Regional Planning)
University of Johannesburg ~	National Diploma (TRP)
	B-Tech (Town and Regional Planning)
• Qualifications accredited for purposes of Registration as a Town and Regional Planner in terms of Section 20(2) of the Town and Regional Planners Act, 1984 (Act 19 of 1984) • In addition, universities offer PhDs in planning	
~ Qualifications accredited for purposes of Registration as a Town and Regional Planning Technician in terms of Section 21A of the Town and Regional Planners Act, 1984 (Act 19 of 1984)	

4. ANALYSIS OF PLANNING NUMBERS

There is no clear indication that there are in fact, insufficient planners in South Africa. Before scaling up planning capacity it is important to gain a clearer picture of the actual supply of planners in the country. There are three potential sources of information for this – graduation data from tertiary institutions that offer planning qualifications, the South African Planning Institute (SAPI) and the South African Council of Registered Planners (SACRP).

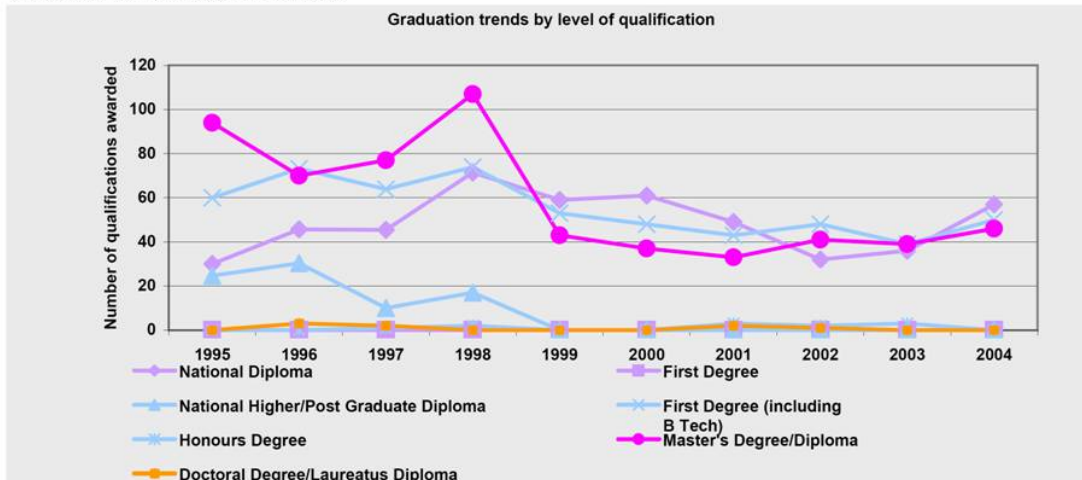
5.1 Graduation data

Graduation figures and an analysis of information on the number of planners available in various years are available from SAQA who have a data base of town planning graduates (The National Learners' Records Database, NLRD). SAQA's information is based on a combination of information from three different data sources: the Register of Graduates, Department of Education's Higher Education Management Information System (HEMIS) and South African Postsecondary Education Information (SAPSE). SAQA notes that the estimates of the number of people with qualifications in a particular field of study should be seen as conservative. Since 1986, all the information regarding qualifications attained, has been received directly from the universities and captured and retained in the database. The growth in the number of graduates over the past ten years is also somewhat exaggerated because of the underreporting of graduates prior to 1986.

Obviously factors such as emigration, death, or withdrawal from the labour market will impact on the availability of graduates for work in town planning-related fields in South Africa. Conversely, availability could be increased by South Africans studying abroad and returning to the country and foreign nationals seeking employment in South Africa. The contribution of private higher education institutions to the pool of graduates has also not been taken into account, although these only offer short courses related to planning.

Graduation trends refers to the number of qualifications conferred within a specific academic year, irrespective of the previous qualifications attained by the learners. Learners who had achieved more than one qualification in the period reflected in the statistics were counted each time they achieved a new qualification.

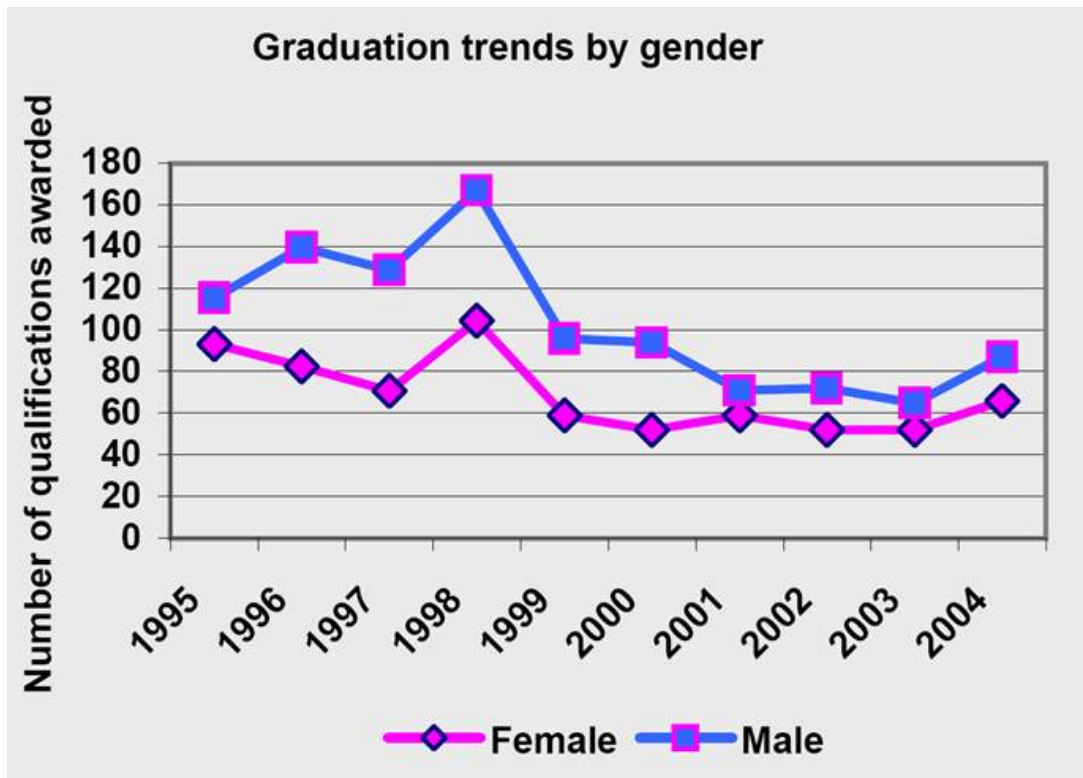
Graduation trends: all levels



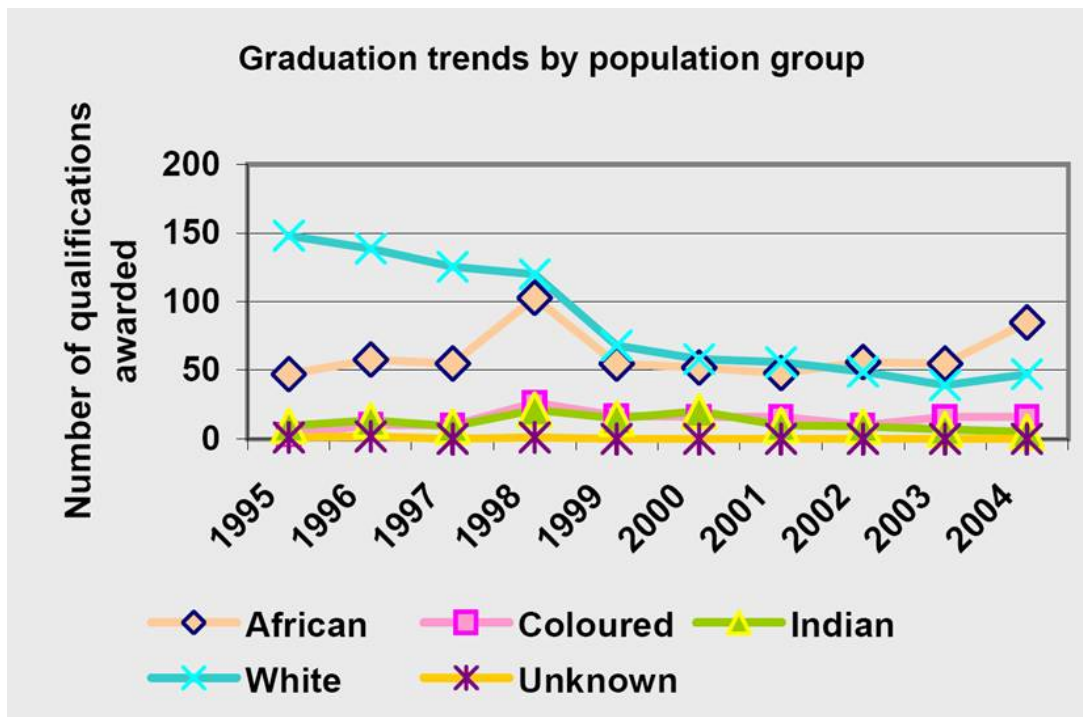
Looking at graduation trends at all levels, as illustrated in the graphs above, the greatest number of qualifications are masters degrees (587 in total over this period), with the number of masters degrees being awarded peaking in 1998, followed by a sharp decline in 1999, and leveling out in subsequent years to 46 in 2004. However, the number of masters degrees awarded in 2004 was less than half that of 1995, and levels have still not reached the highs of pre-1998.

In total, the number of planning qualifications awarded between 1995 and 2004 is 1726, with a peak achieved in 1998 of 271, and a low in 2003 of 117. It must be noted that this does not necessarily mean that 1724 people qualified with planning qualifications – some people may have achieved more than one over this period (e.g. a 3 year diploma at a University of Technology may be followed by a further year's study to qualify for a B Tech degree).

Of the total number of planning qualifications awarded for this period, 28.2% were at level 6, 37.3% at level 7, 34% at level 8, and 0.5% at level 9.

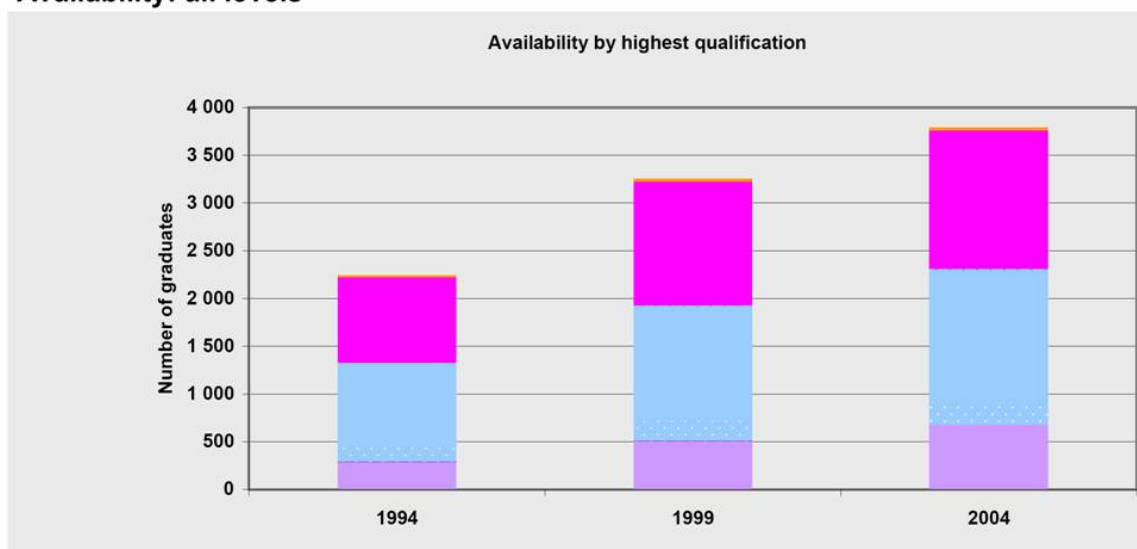


Considering graduation trends by gender, the number of male graduates for each qualification is consistently higher than that for females, although the gap narrowed considerably in 2001, and has remained fairly narrow.



Graduation trends by race are indicated in the table above. White students were the largest group until 2002, when the number of African students exceeded this. However, the number of qualifications to white students dropped steadily from 1995 until 2003, increasing slightly in 2004. The number of qualifications to students of all other races has remained more consistent over the same period, with peaks in 1998 and 2004 for African students.

Availability: all levels

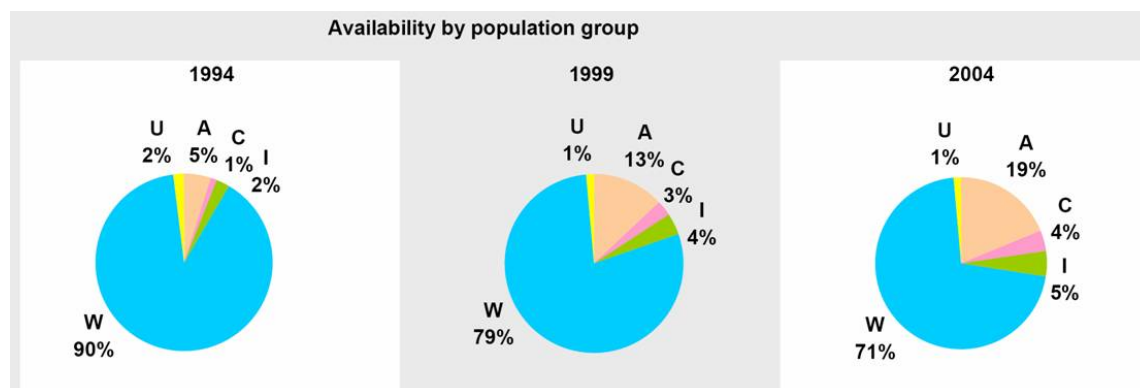


Availability refers to the number of individuals with qualifications in a particular field. A person with a first degree, an honours degree, a master's degree and a doctorate in the same field of study was counted only once in that field of study. A person who had attained qualifications in more than one field of study was counted in all the fields, for example a person with a first degree in civil engineering and a master's degree in business administration would be counted in the fields civil engineering and commerce, business management and business administration. The person would furthermore be counted against his/her highest qualification in that particular field of study. Thus, these figures give a true reflection on the actual number of graduates available in the country.

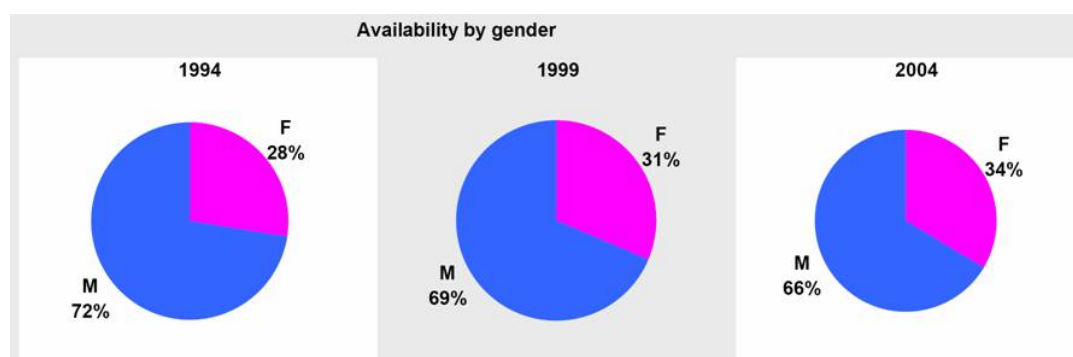
According to SAQA, the number of town planners available in 2004 was 3790, 39% of whom had masters degrees or higher. This is a significant increase from 1994, when there were 2243 planners, 40% with masters and above. The proportion of planners with level 8¹⁵ and above has therefore stayed consistent between 1994 and 2004, although the number of planners has increased dramatically (69%). White planners still constitute the largest group

¹⁵ Level 6 consists of national diplomas and three-year first degrees. Level 7 contains all higher diplomas, post-graduate diplomas, four-year degrees (including B Tech degrees) and honours degrees. Level 8 and above includes master's degrees and diplomas, leaureatus diplomas and doctoral degrees.

(71% in 2004 down from 90% in 1994). Over the same period the proportion of African planners has increased from just 5% to 19%.



The gender breakdown of planners has changed from just over three quarters male in 1994, to two thirds male in 2004, as indicated below.



Analysis

SAQA indicates that there were 3790 planners in the country in 2004. This is roughly equivalent to the number of planners available in 1994 plus all those who graduated between 1995 and 2004 (1724). Breaking these down by level, there were 1476 planners of level 8 or above, 1630 of level 7, and 684 of level 6. This does not take into account those who may have left the profession, left the country or died during this period, nor those who may have moved into the country after gaining planning qualifications elsewhere.

Todes and Harrison¹⁶ have conducted research into the number of planning students over time, and show that there has been a decline in the number of students registered for *accredited* professional programmes at university, although this has picked up since 2003¹⁷. However, overall the number of students has been fairly constant, with the shift from

¹⁶ Todes and Harrison, 2004

¹⁷ Todes and Mngadi, 2007

accredited programmes to non-accredited, a dramatic increase in the proportion of black students and constant gender balance. Unfortunately they were not able to obtain graduation figures across all institutions, and as a result, the SAQA data is not directly comparable. According to SAQA officials, their data should include all graduates and does not rely on individual submissions by graduates.

In recent research conducted by Todes and Mngadi¹⁸, 301 planners graduated from accredited programmes in 2005 and 2006, with 34 more graduating from non-accredited programmes. Adding this to SAQA's figures of the total number of planners being 3790, the total number of people who have graduated with planning qualifications in the country is probably in the region of 4125. However, this does not take account of attrition through death, retirement or emigration over the last 42 years¹⁹. If it is assumed that 20% of the total 4125 planners are lost through such attrition²⁰, then the total number of planners in the country at present can be assumed to be 3300.

5.2 SAPI

The South African Planning Institute (SAPI) is a national professional association, that ("to promote inter-disciplinary discussion and collaboration, and also national and international contact and exchange" and "to promote the standard of education and training of persons in the planning profession". It functions as a forum for all people in planning to debate critical issues affecting planning and development²¹. Thus the role of SAPI includes building a community of planners, sharing information of relevance to planners, discussing topical subjects, and continuing the professional development of planners. SAPI contributes to the supply of planners through offering master classes in partnership with the University of Kwa Zulu Natal and the KZN provincial department of Local government and Traditional Affairs, and can be seen as a step to Continued Professional Education.

As planners are not required to join SAPI, membership figures can only provide a very rough indication of the number of planners available. Membership is affected not only by the supply of planners, but also by their perception of the value of joining SAPI. Thus membership dropped from 1100 in 1996 (when SAPI was formed through the amalgamation of the SA

¹⁸ Todes and Mngadi, 2007

¹⁹ SAQA's records date to 1965

²⁰ Assuming that those who graduated in 1965 were age 25, they would now have retired. In addition, others, of all ages, may have died or emigrated. It is not possible to gain an accurate figure for attrition, but 20% was regarded as a reasonably informed estimate.

²¹ www.saplanners.org.za

Institute of Town and Regional planners and the Development Planning Association of SA) to only 300 in 2001, reportedly as a result of weak and contested leadership²².

Currently, membership numbers by region are as follows:

Region	Number of members
Total	1602
Gauteng	558
Free State/Northern Cape	95
Western Cape	456
North West	66
Limpopo	57
Eastern Cape	57
KZN	230
Mpumalanga	53
International	29
<i>New members for 2007</i>	<i>35</i>
<i>New members for 2006</i>	<i>101</i>
<i>New members for 2005</i>	<i>48</i>

As can be seen in the table below, the number of new members has increased in the last three years.

5.3 SACPLAN

The South African Council for Planners is the statutory body responsible for regulating the planning profession in South Africa, including accrediting planning schools and dealing with the professional registration of planners. It is therefore responsible for transforming the planning profession to ensure its legitimacy and effectiveness, that it strives to achieve high standards of quality and integrity in the profession; and that it promotes the profession through the development of skills, knowledge and standards. Other functions will include, amongst others, regulating the profession to promote and protect the interests of the public in relation to planning, register persons in terms of the Planning Profession Act, establish an education and training committee, and enforce disciplinary action against registered persons contravening the provisions of the Planning Profession Act²³.

The Act indicates that people can be registered as either candidate planners, technical planners or professional planners. Candidate planners need to have completed an accredited

²² Todes and Harrison, 2004

²³ Planning Profession Act, 2002

planning educational programme at the NQF level 5 or higher; technical planners need to have completed an accredited planning educational programme at the NQF level 6 or higher and have undergone practical training of at least two years, and professional planners need to have completed an accredited planning educational programme at the NQF level 7 or higher and have undergone at least two years practical training.

New legislation requires anyone acting as a planner to be registered in terms of the Planning Profession Act discussed above. There will be reservation of work for planning. This will impact on municipalities, and SACPLAN (preferably with the assistance of SAPI) needs to ensure that this requirement is effectively communicated, as are the measures that need to be taken to fulfil it. SAPI is currently working with dplg to ask registered planners to make themselves available to mentor new graduates to this end.

According to the SACPLAN website, there are the following currently registered planners:

Currently registered Town Planners (i.e. professional planners)	891
Currently registered Town Planners Tech (i.e. technical planners)	83
Current in training (i.e. candidate planners)	172
Total	1146

This is in contrast to the registration figures quoted by Todes, who indicates that there are about 1800 registered planners in 2007, based on an interview with Dacomb, who is a member of the SACPLAN committee. While the website may be out of date, the highest registration number given is 1308. This suggests that there have only been 1308 planners ever registered in the country. Unfortunately, the number of planners who have deregistered over the years is not available. Queries to the registrar of SACPLAN were unable to clarify this and we were unable to verify the exact number of registered planners, which points to a problem in the levels of professionalism of the Council. Even if the website is 5 years out of date, the figure of 1800 registered planners would suggest that 100 planners were registering per year²⁴.

Historically a number of planning graduates chose not to register with the Council as a form of protest against apartheid planning, and many of these planners have not registered since 1994 as there is generally no need to do so, it can be a time consuming process, and expensive. In the case of municipal planners, municipalities are often not prepared to bear

²⁴ Apparently moves are underway to try to ascertain the total number of registered planners due to a loss of records in SACPLAN office moves etc, according to an interview with Max Singh, SACPLAN member

the annual costs to register their planners, and do not see the necessity to do so²⁵. This means that the number of registered planners is not only likely to be substantially less than the pool of those who could be registered if they so chose, but also that the number of registered planners is likely to be racially skewed, with disproportionately more black graduates not registering than their white counterparts. Taking surnames as a very rough indication of race, a perusal of the surnames of registered planners suggests that less than 10% of registered planners are likely to be black African.

The impending implementation of new legislation will require planners to be registered in order to perform specific tasks. Given the fact that many planners are not registered by choice, this will have serious implications for the total number of qualified planners able to perform certain responsibilities. Thus the total pool of planners for particular tasks will be reduced considerably. In addition, given the racially skewed registration of planners, it is likely that the group of planners who are registered and therefore able to perform certain legislated tasks may be disproportionately white.

According to SAQA, 1727 students graduated with planning qualifications between 1995 and 2004. This is far higher than the total number of planners registered with SACPLAN, and suggests that many graduates are continuing not to be registered. Of these, 614 were recorded as African, 140 as Coloured, 121 as Indian and 849 as white. Clearly, most of the 614 black African graduates did not register with SACPLAN, as the total number of black African graduates seems to be in the region of 50 (using surnames of registered planners on the SACPLAN website as an indication of race, although until updated figures are available the current situation cannot be verified).

There are 354 planning firms registered on the SACPLAN website, most found in KZN, Gauteng and Western Cape. This does appear to be out dated as several firms are still reflected which are no longer functioning, and reflect instances where planners are known to have emigrated. However, it still provides a useful reflection of the possible supply skew in provinces. Generally, planning firms commonly practice in the province in which they are located unless working on national policies and programmes. However, some large firms such as Urban Dynamics have firms in more than one province and in North West has two offices, which demonstrates this point.

The table below shows the total number of households in each province compared to the total number of planning firms. It can be seen that lowest ratios are those provinces that have

²⁵ Interviews conducted in municipalities in 2006, Ovens and Associates, 2006, telephonic interview with Ashraf Adam, Jane Eagle, Linda Masinga, personal experience of Wendy Ovens

planning schools (e.g. in the Western Cape there is 1 firm for every 13804 households, in Gauteng there is 1 firm for every 17328 households), compared to far higher ratios in those provinces without planning schools (Eastern Cape, Mpumalanga, and Limpopo). This also obviously reflects the concentration of property development, but not necessarily areas where the greatest planning needs may be (in terms of addressing sustainable land management, linking effective municipal planning to the revenue base of the municipality etc).

	Total Households	Total Planning Firms	Firm to HH ratio
Eastern Cape	1512664	17	1:88980
Free State	733304	20	1:36665
Gauteng	2651243	153	1:17328
KwaZulu-Natal	2086251	40	1:52156
Limpopo	1179963	13	1:90766
Mpumalanga	733129	9	1:81459
Northern Cape	206843	None recorded on Council website	
North West	929007	17	1:54647
Western Cape	1173304	85	1:13804

Thus looking at total supply of planners in the country does not provide a clear indication of the supply and demand for planners in different regions.

In order to ensure that those qualified planners who are currently not registered are able to register, SACPLAN's efficiency and systems will be crucial if rapid mass registration is able to be accomplished in a relatively short period of time.

5. OVERVIEW OF SUPPLY

Planning has been identified as a scarce skill, and one that is essential to ensure effective and fast-tracked service delivery. However, there has been no clear understanding of the extent to which there is, in fact, a shortage of planners vs the demand for planners. In order to ascertain the supply of planners, a number of sources have been consulted. These include SAQA's data of graduation and availability, additional research conducted into graduation data, particularly by Todes and Mngadi, SACPLAN information on registered planners, and SAPI membership. A number of key points have arisen during the course of this investigation.

- Data is not readily available and it is difficult to establish not only how many students have graduated, how many of these have registered, and how many of these continue work as planners.
- It seems that the most reasonable estimate of the total number of planners available in the country is 3300, considering the 4125 who have graduated since 1965, and trying to estimate the number who have retired, emigrated or died.
- There was a sharp drop in the number of planning students graduating from 1995 (with the exception of a peak in 1998), although this started to recover in 2004.
- Most planning graduates over the years have been white men (particularly until 1999) although by 2002 the number of black graduates equaled whites, and in 2004 exceeded whites.
- Most planning graduates are men, although the proportion of women increased in 2001, and is no longer substantially less than men.
- Recent moves to enforce registration of planners may have an unanticipated negative impact on the supply of planners available to perform certain tasks as a result of the fact that many planners historically chose not to register in protest against apartheid. Once this legislation is enacted it could result in white planners being disproportionately represented in the group of planners who are registered, and prevent many black planners from being available. If implementation of the new legislation is not properly managed this could lead to a supply crisis in the planning profession.
- Supply of planners across the country is not evenly distributed, and may not match demand for planning skills, which may impact negatively on planning, service delivery, and land use practices in high priority areas.

The following section of the project will consider the demand for planners, taking into account the types of planners needed in all three spheres of government, research institutions, NGOs, academia etc.

6. NATURE OF THE DEMAND FOR PLANNING

6.1 Change in planning demanded

World wide, and particularly in South Africa, the responsibilities of local government have increased dramatically over the last decade. Much of these increased demands fall within the ambit of the planner's work. These include developing strategies to manage poverty reduction and inequality, dealing with serious environmental management issues, promoting economic development at a local level, and ensuring community participation in consultative planning processes.

Many planners are ill-equipped to deal with this new environment, having been trained in the more traditional areas of town planning, which focused on development control aspects such as township layouts and building regulations, rather than more strategic forward planning. In addition, in South Africa the re-demarcation of municipal boundaries meant that many new municipalities (covering areas that were not under municipal control previously) were established, along with the amalgamation of many smaller municipalities. South African municipalities are now extremely large, and include both urban and rural areas. This was done in order to ensure that previously under-serviced areas were able to benefit from the rates bases and skills of the earlier more established municipalities, and to ensure the implementation of democratic local government across the country.

At the same time, the introduction of "developmental local government" has required a more consultative approach to planning at a very local level. The demands placed on planners in municipalities have therefore changed dramatically. They are now required to operate in geographically large areas, grappling with issues of poverty and the need for rapid service delivery and infrastructure development, all in the context of integrated and participatory planning associated with democratic and developmental local government. In addition, far more emphasis is placed on strategic regional planning than was the case in the past. In fact, the integrated development planning process which is a key tool of developmental local government, constitutes a central function of municipal management, and is intended to incorporate decisions relating to municipal budgets, land management, local economic development and institutional transformation, in a consultative, systematic and strategic manner.

Planners today need to balance short term needs for delivery against long term issues of sustainability. Planning to ensure equitable service delivery across the municipality,

promotion of appropriate economic development, provision of infrastructure and ensure the long term sustainability of the municipality requires a thorough spatial understanding of the region, and the interrelationships between different sectors.

Constraints on planning capacity at municipal level include the following:²⁶

1. Community based planning

Municipal planners need to ensure planning is participatory and the community is adequately involved. There is a need to improve communication and public awareness about the planning process. There are also concerns that social issues and the quality of environments created are generally not being considered in either the planning or environmental processes.

2. Management capacity

Given the increased strategic role of planning in terms of the IDP etc, strong management ability is needed by planners.

3. Legal capacity

Planning has become increasingly statutory driven with municipal planning staff increasingly being faced with clients' lawyers and attorneys as well as a professional town planner and architect. Increased legal capacity, specialising in planning and related development issues, is desperately needed in most, if not all, municipalities to deal effectively and responsibly with the current type of applications they receive, and to match the level of legal and technical expertise that private sector developers have at their disposal.

4. Legislative requirements

The need to engage with processes in terms of legislation and policy such as the Development Facilitation Act and Environmental Impact assessments increases capacity demands on local government planning staff. This means that it is easier for municipal planners not to oppose applications as the appeal system takes away valuable capacity and staff need to be extremely vigilant as they may need to defend their decisions in court, on appeal. This often results in poor decision making.

5. Rapid expansion and infrastructure projects

²⁶ Ovens and Associates, 2006

Several areas of the country are experiencing rapid expansion and require massive infrastructure projects. This increases the qualitative and quantitative demand for planners. Failure to meet this demand can have negative effects in that poor planning can have disastrous consequences for the long term financial, social and environmental sustainability of cities.

6.2 Registration of planners

The Planning Professions Act (2002) provides that people can be registered as either candidate planners, technical planners or professional planners. Candidate planners need to have completed an accredited planning educational programme at the NQF level 5 or higher; technical planners need to have completed an accredited planning educational programme at the NQF level 6 or higher and have undergone practical training of at least two years, and professional planners need to have completed an accredited planning educational programme at the NQF level 7 or higher and have undergone at least two years practical training.

In terms of the Act, therefore, a newly graduated planner would have to work under the auspices of a mentor in order to register as a professional planner, having their portfolio application signed off by a registered planner. However, as planners are not required to register there is often no registered planner available to serve as a mentor, particularly in the public sector. In the long term, this may change once the reservation of work for planners comes into effect²⁷.

Requirements for planners to register will affect the demand for planners, in that only registered planners will be eligible for certain posts or tasks. As indicated earlier in the report, not all planners operating in South Africa are registered (only 1146 of the estimated 3300, or 34.7%). Capacity assessments of municipalities over the last few years by the Municipal Demarcation Board have shown an alarming number of unqualified or under-qualified planners working in senior positions in municipalities. In 2006, only 13% of IDP managers were planners, 31% of municipal planning departments were headed by someone with a planning or related degree or diploma²⁸, 8% by someone with a matric as their highest qualification and 11% had no managers. One manager of municipal planning had a grade 12 education in Typing, one indicates “matric and courses in planning” as their highest relevant qualification, another a “matric in correctional services”, and one has a national diploma in agriculture.

²⁷ Ovens and Associates, 2006

²⁸ Not to be quoted until verified

Given the strategic role of planning it is important that appropriately qualified people are employed in planning positions. One way of ensuring that this does occur, is to enforce registration of planners. Registration (through SACPLAN)²⁹ authorises the identification of areas of work for planners, ensures that only registered planners are allowed to perform certain tasks, that a high standard of professional conduct and integrity is maintained, protects the public from unethical planning practices, and establishes disciplinary mechanisms and an Appeal Board³⁰.

One of the problems with the registration process in South Africa to date has been that a few planners chose not to register prior to 1994 as a form of protest against apartheid planning. Seeing as registration is not yet a requirement to practice as a planner and is often a time consuming process, many established unregistered professionals have not bothered to register at this stage of their careers.

The reservation of work for planning associated with registration under the new legislation will impact on municipalities. However, it is not yet clear exactly what tasks will be reserved for registered planners, nor when this will be decided. While the increased professionalism associated with this should be welcomed, the number of registered planners is likely to be substantially less than the pool of those who could be registered if they so chose. Mechanisms will need to be put in place to facilitate fast tracked registration of practising qualified planners to ensure that the demand for their skills is able to be met. The registration process will need to be managed sensitively, and the problems associated with registration thus far should not cloud the overall value of registration as encouraging more professionalism among planners.

The following section considers the actual number of planning posts currently available in the country i.e. how many planners does the country require (in terms of actual or probable funded posts)? Obviously this is likely to be less than the desirable number of planners, but financial constraints mean that it is not possible to have as many funded posts for planners as would be optimal.

²⁹ Discussed in more detail earlier

³⁰ Planning Professions Act (2004)

7. PLANNING POSTS AVAILABLE IN THE COUNTRY

Planners are employed in a number of different sectors – in the public sector (at local, provincial and national level, across a range of departments and in parastatals), in the private sector (mainly in town planning firms or as individual consultants), in the academic sector (in tertiary institutions and research organisations), and in the NGO sector, with the public sector being the main employer³¹. It was noted earlier that the supply of planners across the country showed that this is not evenly distributed, and may not match demand for planning skills, which may impact negatively on planning, service delivery, and land use practices in high priority areas. The labour market for planners has been volatile since the mid 1990s, is influenced by national and local economic performance and has been the most buoyant in Gauteng, where rapid growth and the concentration of national policy making stimulate demand³². Recently the market appears to have become more buoyant nationally³³.

In order to estimate the number of planners needed in the country, research was conducted into each of these sectors to establish how many planning posts were available in each organisation, how many were filled and how many vacant. Where possible, a breakdown between professional planners and technical planners has been obtained. This research involved a number of different aspects. For national and provincial government, internet searches of all departments were conducted to obtain their organogram, following which those departments which are likely to employ planners were followed up with phone calls or correspondence to ascertain the relevant details on planning posts. In the case of local government, however, details of the qualifications of municipal planners in all district and local municipalities were available from the MDB capacity assessments. This information was supplemented with telephone contact with the municipalities, as indicated further in this section. Planning departments in all metros were contacted for their relevant information³⁴. For the private sector, the number of town planning firms was estimated from the SACPLAN and SAPI websites, and from other internet searches. Follow up phone calls to a sample of 15% of firms were then made to establish how many planners they employed and how many vacancies they had. The planning departments in each tertiary institution offering town planning qualifications were contacted to find out how many qualified planners were on their staff. An internet search, personal knowledge, and perusal of the Prodder directory of NGOs was conducted to compile a list of parastatals, research organisations and NGOs that were likely to employ planners or perform a planning function. These were also contacted or estimates made based on their planning requirements.

³¹ Todes & Harrison, 2004

³² Ibid

³³ Todes * Mngadi, 2007

³⁴ The researchers were unable to obtain this information from Cape Town despite repeated efforts.

In order to estimate the number of planners needed in the country, research was conducted into each of these sectors to establish how many planning posts were available in each organisation, how many were filled and how many vacant. Where possible, a breakdown between professional planners and technical planners has been obtained. It is not possible, in the scope of this project, to establish instances where qualified planners occupy non-planning posts. This research therefore focused on posts for qualified planners as contained in the Planning Professions Act, and did not consider allied disciplines. This research concentrated on the posts for planning. The number of funded posts is regarded in this research as equivalent to the demand for planning. As indicated earlier, the need for planning is likely to be greater but budgetary constraints need to be borne in mind. In addition, the lack of norms and standards for planning processes prevent a more accurate assessment of need.

This research involved a number of different aspects. Although efforts were made to obtain the actual number of posts for qualified planners (both vacant and filled, and professional and technical) in the various organisations, this proved very difficult. Thus this information was supplemented by attempting to provide a reasonable estimate of the number of such planning posts likely to exist in different organisations as indicated below.

For national and provincial government, internet searches of all departments were conducted to obtain their organogram, following which those departments which are likely to employ planners were followed up with phone calls or correspondence to ascertain the relevant details on planning posts. In some cases, organograms prove very reliable and indicate the actual nature of the post, whereas in others they are less detailed. In the case of local government, however, details of the qualifications of municipal planners in all district and local municipalities were available from the MDB capacity assessments. This information was supplemented with telephone contact with the municipality, as indicated further in this section. Planning departments in the all metros were contacted for their relevant information³⁵. For the private sector, the number of town planning firms was estimated from the SACPLAN and SAPI websites³⁶, and from other internet searches. Follow up phone calls to a sample of 15% of firms were then made to establish how many planners they employed and how many vacancies they had. The planning departments in each tertiary institution offering town

³⁵ The researchers were unable to obtain this information from Cape Town despite repeated efforts.

³⁶ Both of which are unfortunately out of date but, given the fact that SACPLAN cannot provide the necessary information this is all that is available. It is not clear whether the number of registered planning firms still operational will have necessarily increased – the number may well have decreased due to emigration, changing nature of planning, BEE criteria etc.

planning qualifications were contacted to find out how many qualified planners were on their staff. An internet search, personal knowledge, and perusal of the Prodder directory of NGOs was conducted to compile a list of parastatals, research organisations and NGOs that were likely to employ planners or perform a planning function. These were also contacted or estimates made based on their planning requirements (in terms of the number of funded posts they had or are likely to have).

In order to supplement the information received from departments, a number of assumptions have been made in order to assess the overall demand for planners in each sector. These are outlined below.

Planning posts at Municipal level

Assumptions for determining the demand for town and regional planners at a municipal level

- All local and metropolitan municipalities should employ at least one planner;
- District municipalities are responsible for the preparation of the IDP for the district municipality as a whole. While it would be optimal for the IDP manager's post to be filled by a planner, this is not currently the common practice at district and local municipality level. (Approximately 13% of IDP managers hold a planning or related degree according to the MDB 2006 Capacity Assessment Results).
- District municipalities which have the authority for the water and sanitation function should have at least one planner;
- The number of required planners is based on the type of municipality;
- The estimated number of planners is derived on the average number of actual planners in each type of municipality (as obtained from a sample) applied to all municipalities within that category;
- In addition, the MDB capacity assessments were analysed to assess the ratio of administration staff to town and regional planners performing the municipal planning function in each type of municipality.

Local and District Municipalities:

As indicated earlier in the report, local and district Municipalities are divided into a number of types (Types 1, 2a, 2b, 3, C1, and C2).

In order to calculate a reliable approximation of the number of planners and planning technicians working for both local and district municipalities in South Africa, a sample of two municipalities from each type was contacted. An average figure was then obtained per type.

This figure was then applied to all municipalities across each type, as indicated in the table below.

Municipal Type	No. of municipalities	Average number of professional planners	Average number of planning technicians	Total professional planners	Total planning technicians	TOTAL
1	32	1	0	32	0	32
2a	31	1	0	31	0	31
2b	137	1.5	0	205.5	0	205.5
3	31	7	0	217	0	217
C1	25	1.5	0	37.5	0	37.5
C2	21	1	1	21	21	42
TOTAL				544	21	565

Using this technique, local municipalities have an estimated total of 485 professional planning posts, while district municipalities have approximately 59 posts for professional planners, giving a total of 544 professional planning posts at local and district municipal level.

With regard to planning technicians, it was found that in total municipalities have approximately posts for 21 planning technicians. It has not been possible to estimate the breakdown between the number of posts for planning technicians vs those for professional planners. Currently graduates with a B Tech qualification appear to be able to fill posts as professional planners and until the legislation around registration is enacted it is unclear whether this will continue to be the case. For this reason, this research has conflated the posts for planning technicians and for professional planners, as this appears to be no marked distinction between the two, in practice.

The total number of professional planning posts available in both local and district municipalities is therefore 544, while the total number for planning technicians is 21.

In order to verify this, Municipal Demarcation Board capacity assessments over the last 3 years were consulted to obtain an average number of staff performing the municipal planning function in each type of municipality. This includes all support staff. This is provided in the table below (middle column). For comparative purposes the average number of planners obtained through phone calls is listed in the right hand column.

Type	Staff Performing Planning Function	Actual planners (average)
1	1.6	1
2a	1.7	1
2b	1.6	1.5
3	7	7

C1	3	1.5
C2	3.4	1

As can be seen from the table above, apart from type 3 local municipalities, all municipalities have more total staff performing the planning function than actual planners. In the case of district municipalities (C1 and C2), the proportion of support staff to actual planners is far higher than in the local municipalities, which is generally the case for all municipal functions. While this may not reflect the need at a local level, it does reflect the demand (in terms of available funding, municipal prioritisation and historic reasons).

Metropolitan municipalities:

All metro municipalities were contacted to ascertain the number of professional and technical planning posts they had, and how many of these were filled and how many vacant. In total, across the metros there are 398 planning posts, 28% of which are vacant. Very few metros indicated any planning technician posts.

Metro municipality	No. of professional planning posts		No. of planning technician posts		Total	
	Filled	Vacant	Filled	Vacant	Filled	Vacant
Cape Town ³⁷	31	14	40	16	71	30
eThekweni	31	14	40	16	71	30
Ekurhuleni	62	10	0	0	62	10
Johannesburg	45	3	0	0	45	3
Nelson Mandela	9	0	0	0	9	0
Tshwane	54	13	0	0	54	13
TOTAL	232	54	80	32	312	86

Planning posts at National level

Assumptions for determining the demand for town and regional planners at the national level

- Not all national departments require a qualified town and regional planner;
- A number of national departments currently do not appear to employ a town and regional planner according to their organograms, but may well do so given their functions. In such instances, the requirement for at least one planner has then been identified;

³⁷ Despite repeated attempts the research team was unable to obtain information from Cape Town metro. Given that eThekweni is approximately the same size, the eThekweni data was applied to Cape Town.

- The number required in each of the national departments would vary according to its roles and responsibilities. The core departments that employ planners at national level are Local Government, Housing, and Land Affairs.

Telephone calls were made to all national departments to ascertain the number of planners (professional and technical) employed and number of vacant posts. However, in many cases the response was poor. To supplement this, the websites of all national departments were consulted to ascertain their departmental structure (in an organogram or text), in order to assess whether there were any sections of the department that were likely to employ planners or need planners. While the organograms may be problematic in their nature, appointments are generally made against these structures but there does seem to be, in some cases, a mismatch between the organisational structure and the functions to be performed by that department. The team was able to identify the posts that should be filled by planners, but was unable to determine whether or not these were, in fact, filled by planners. In addition to this, the functions of each department were considered to ascertain whether or not they should employ a planner. In a few cases it was possible to delve further into the departmental structure and actual employees to get more detail. In some institutions there were a high number of vacant posts – it was not possible to establish whether this was related to a lack of appropriately skilled planners, to a lack of funding for the post, or to some other cause.

In all, it was estimated that there is a demand for 96 planners at national government level. Please see appendix D for a more detailed breakdown by department, including a discussion of how the estimate of the required number of planners was made.

Planning posts at Provincial level

Assumptions for determining the demand for planners at the provincial level

- Not all provincial departments require a qualified planner;
- A number of provincial departments currently do not employ a planner currently do not appear to employ a town and regional planner according to their organograms, but may well do so given their functions. In such instances, the requirement for at least one planner has then been identified;
- The number required in each of the provincial departments would vary according to its roles and responsibilities. The number required in each of the provincial departments would vary according to its roles and responsibilities. The core departments that employ planners at provincial level are Local Government, Housing, Land Administration, Transport and Public Works.

A similar process to that followed for the national government departments below was followed for provincial departments. See Appendix E for a more detailed breakdown.

Province	Estimated demand
EC	42
FS	28
GP	17
KZN	90
LIM	29
MP	30
NW	19
NC	22
WC	51
TOTAL	328

In total it is estimated that the demand for planners at provincial level is in the region of 293.

Planning posts in the private sector

Assumptions for determining the demand for planners in the private sector

- An average of 2.5 planners per firm has been applied, based on a sample survey and expanded below.
- A wide variation is found for the ratio of planning firms to total number of households within a province. It is thus speculated that in provinces such as Limpopo, Mpumalanga, North West and the Eastern Cape, there is an under supply of planning firms.
- This study does not attempt to determine the demand for planners in the corporate sector such as property developers, banking, large retail outlets etc.

Todes and Mngadi (2007) refer to an average figure of 2.5 planners per private firm³⁸. A consolidated list of registered firms was obtained from the South African Planners website, totalling 333 registered firms. Verification of this figure was done through contacting 50 of these firms (15%)³⁹. While a few large firms have far more than 2.5 professional planners (e.g. Urban Dynamics, Metroplan, Sisonke Development Planners), the majority of registered firms have only one or two professional planners per firm. The figure of 2.5 professional planners per registered firm was therefore taken as a reliable approximation of total planners, resulting in an estimated total of 832 professional planners employed in private firms, although there may well be a number of firms that are not registered⁴⁰.

³⁸ Estimate by Dacomb based on ACTRP membership

³⁹ See Appendix A

⁴⁰ It is not possible to assess this.

Based on the information obtained when contacting 50 of the 333 registered firms (15%), it is clear that approximately 0.5 planning technicians are employed per private firm. This then resulted in an approximate total of 166 planning technicians employed in private planning firms.

Private sector firms such as corporates or property developers have not been contacted for this information. However, it is estimated that there are about 50 planning posts in such firms (including Tongaat Hulett Development, previously Moreland, Old Mutual, Sanlam, Sun International, eLan Developments).

Planning posts in parastatals, research organisations and NGOs

Assumptions for determining the demand for town and regional planners in parastatals, research organisation and NGOS

- Internet searches and a scan of the Prodder directory were used to identify all Not-for-Profit and research organisations that are likely to employ planners
- A list of all parastatals likely to employ planners was consulted. Efforts have been made to contact them to get the relevant information, and an internet search was conducted to support this. Some organisations appear to have no planners or planning posts at present. However, in instances where it was felt that the organisation would be likely to employ a planner given its functions, the requirement for at least one planner has then been identified.
- The number required in each organisation would vary according to its roles and responsibilities.

In all, an estimate of 34 planning posts was made for parastatals, research organisations and NGOs.

Planning posts at tertiary institutions

All tertiary institutions offering planning courses were contacted to ascertain how many professional planning posts and technical planner posts they had, how many of these were filled and how many were vacant.

The following results were obtained. For a more detailed list please see Appendix B.

Tertiary Institution	No. of professional planning posts		No. of planning technician posts		Total	
	Filled	Vacant	Filled	Vacant	Filled	Vacant
TOTAL	54	13	4	0	55	16

There are currently 71 posts for planners in tertiary institutions, of which 16 are vacant. Only a small number of these are for planning technicians (4 in all).

Summary of estimated total current demand

In summary, the following demand for planners is proposed, based on the actual returns and estimates through organograms and functions. Because of the difficulty in separating the posts of technical planners from those of planning professionals, these have been added together. :

Organisation	Estimated Total
National Government	96
Provincial Government	328
Metros	398
Local Municipalities	485.5
District Municipalities	100.5
Academic Institutions	68
Parastatals, NGOs / Research Institutions	34
Private Planning Firms	998
Corporate sector	50
Overall est.Total	2558

8. ANALYSIS OF PRESENT & PREDICTED DEMAND FOR PLANNERS

Critical planning skills at national, provincial and local government can be identified from the Constitutional functions of government contained in either schedule 4 part A or B, as:

- Regional planning and development
- Urban and rural development
- Municipal planning

Thus, a base level demand for all relevant national and provincial government departments for planners would need to cover the functions above. This would be in order to retain and reinforce the status quo effectively. However, this does not necessarily use planners optimally or provide an optimal level of planning and spatial analysis. In addition to this, many departments would benefit from employing a planner - e.g. in the Education department to facilitate locational analysis and site identification and planning, IDP and PGDS integration, layout plan evaluation, preparation and management of spatial norms and standards, mapping, spatial analysis and trends etc.

As indicated earlier, a minimum level of service for planners would be the following:

- Establish municipal planning by laws which are compliant with national and provincial legislation
- Prepare an IDP framework in accordance with the Municipal Systems Act
- Prepare SDFs, LUMS
- Enforce planning by laws
- Perform the authority role linked to the municipal planning function.

Each municipality therefore needs a unit with at least one person dedicated to municipal planning *who is a qualified professional planner*. The number of planners would vary depending on the type of municipality. Some may only require one planner with a few years experience, whereas a metro would require a number of planners, and higher levels of specialisation. Ideally, all municipal planning departments should be headed by a qualified and registered planner. The key characteristics of municipal planners (in terms of knowledge, skills, communication, creativity and qualifications) were outlined earlier in the report but are repeated here. ***The depth and extent of the key characteristics of planners varies depending on the type of municipality.***

KNOWLEDGE

Knowledge (from basic to advanced depending on type of municipality) of activities such as:

- An understanding of legislation/ordinances (national & provincial) and municipal policy, existing plans and planning processes and procedures with respect to the development agenda
- Institutional arrangements
- Intergovernmental relations
- IDP requirements and preparation
- Integration of spatial and sector plans
- Prioritisation methodologies
- Project costing
- Planning and organising
- Technical standards/procedures
- Needs and priorities of stakeholders
- Performance management

SKILLS

Skills (from basic to competent depending on level of planner and type of municipality) such as:

- Analytical thinking to guide and create the development agenda for the municipality
- Research
- Computer utilisation
- Policy formulation
- Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints
- Adaptability during changes to meet the goals
- Problem solving
- Stakeholder identification and management
- Formal presentation/ public speaking
- Report drafting with respect to development planning applications
- Management of development planning objections and preparation of legal arguments in this regard

COMMUNICATION

- Providing or obtaining information requiring difficult explanation
- Public appearances and debating

CREATIVITY

- Facilitate development of vision for municipality
- Creativity is required to develop completely new methods/policies/ understanding

QUALIFICATIONS & TRAINING

A degree or diploma in town and regional planning

STATUTORY REQUIREMENTS AND OR PROFESSIONAL MEMBERSHIP

Compulsory registration with SA Council for Planners as town and regional planner

However, it is important to realise that the some planning functions performed, and therefore skills needed, will also vary over time within a municipality. In order to arrive at an estimate of future planning demand at municipal level, it is possible to try to predict the kinds of changes that will occur in municipalities of different types over time, and link the planning skills needed to these changes. The nature of the municipality in terms of population, number of households, service delivery backlogs and requirements, traditional authorities and growth patterns will influence the number of planners, and nature of planning, needed. In addition, the legislative time frame would need to be considered. For example, drawing up an IDP and once in place will require certain skills, developing and implementing a LUMs may require different or additional skills, as is the case with the SDF, and once traditional authorities become rateable, yet further skills may be required. Thus a number of factors can be considered – legislative imperative, economic potential, social backlogs, environment, looking at future potential and past developments etc. In order to refine this, information on the annual number of applications per type of municipality could be analysed (and predicted) over time to indicate trends and provide a basis for understanding whether or not a particular municipality will be likely to be able to handle their existing planning-related legislative requirements or whether they will need additional planning capacity (and what type of capacity will be needed).

In each stage of a municipality's development, it should be possible to predict both an optimal or minimal planning office, comparing current needs with those projected over time. This would include an assessment of the type of planner needed (in terms of qualifications, skills and experience), equipment and funding. Thus a proactive means of assessing future planning demand would be to assess the anticipated immediate and medium term planning needs for each municipality (initially across types and then focusing on individual municipalities).

9. CONCLUSION AND RECOMMENDATIONS

It should be clear that the complexity of municipal space (including complex land use patterns, the incorporation of both urban and rural areas within one municipality's boundaries, the geographic extent of municipalities, and the incorporation of traditional authority areas) and the developmental obligations of local government require competent and efficient municipal planning to correct historical spatial imbalances. In addition, municipal planning underpins development promotion and revenue generation in municipalities. For example, releasing land for development, ensuring correct zoning, ensuring municipal land uses are correctly linked to rating and billing systems, is critical to generating income and thus to the long-term financial sustainability of the municipality. It can be seen, then, that effective municipal planning is directly linked to increased revenue for the municipality, which enables it to fulfil its overall/broader mandate more effectively.

The fact that the nature and functions of planning are nebulous and hard to define precisely compounds the challenges of assessing the supply of and demand for planners. It is proposed that the most reasonable estimate of the total number of planning graduates available in the country is 3300. Assessing the total demand for planners in the country through telephonic interviews, e-mail correspondence and internet searches suggests that there is a demand for approximately 2558 planners.

However, these supply figures assume that all planners who are qualified in the profession remain in the profession. An informal telephonic survey of six town planning graduates from different years suggests that only between 30 and 50% of their graduating class continued to work in the town planning field as town planners. This reduces the supply of planners available to fill planning posts considerably. Further research is needed to confirm this figure and establish the causes for planning graduates to move out of formal planning positions.

Once a qualified town planner has moved out of the profession for a while, their ability to move back into that type of position diminishes. Therefore it seems likely that those 30 – 50% who move out of the profession remain lost to the profession in terms of performing true planning work. The question needs to be raised as to why people do not choose to stay in the profession. This is linked to the fact that most town planning posts seem to be undervalued which is illustrated by the fact that people with only a matric can be employed as municipal planners and even managing planning departments.

Several phone calls were made to find out whether municipal planning posts advertised attracted many applicants, or whether it was difficult to fill such posts⁴¹. It was found that there are usually more eligible applicants than posts available, and that employers are often able to pick and choose their planning employees. However, interviewees reported that it is not the lack of qualifications that is a problem, but the lack of experience and depth of skills. In some cases, such as eThekweni municipality, many of the planning tasks associated with the housing and other departments are outsourced to private consultants. City staff “concentrate on strategic issues and the consultants concentrate on more project specific and detailed planning”⁴².

In other cases the fact that there are vacant posts relates to hiring freezes, such as DLGTA in KZN where there has been a moratorium on the filling of posts for over 3 years whilst the Department is going through a restructuring process. In addition, salaries in municipalities and the private sector are often more competitive⁴³, making it difficult to fill posts in provincial departments.

The fact that non-planners are often employed in planning posts (as indicated in the MDB capacity assessments) appears to be related to a lack of understanding of the requirements of a planner, and of the significance of planning to the overall sustainability of the municipality.

An important factor to consider is that, given the changing demands placed on planners outlined thus far, it is unlikely that all qualified or registered planners will have appropriate skills. This could have critical negative impacts with regard to the economy, and social and sustainable development issues.

A number of strategies can be put in place to mitigate these. These focus on registration issues, mentoring, apprenticeships, and master classes. These recommendations relate to the experience obtained to this research exercise i.e.

- There is a general lack of understanding of who a planner is, what they do and where they should be located
- It would appear that there are a number of non-planners performing planning functions, especially at municipal level

⁴¹ Jan Erasmus, City of Johannesburg; Michael Sutcliffe, eThekweni Municipality. The fact that these are both metros may mean that they attract more, and better qualified, applicants, but earlier research has shown that salaries in eThekweni are substantially lower than in some more rural municipalities (Ovens and Associates, 2006)

⁴² E-mail correspondence, Cogie Pather, eThekweni Housing department

⁴³ E-mail correspondence, Neil Fox, KZN DLGTA

- There seems to be a mismatch between the organisational structure, the function to be performed and the number of planning posts
- There are planners in organisations but not in planning positions.

The following recommendations are therefore made:

Status of the profession

One of the problems with an examination of the demand for, and supply of, planners is that planning as a profession is not clearly defined. This is evident in a number of ways. For example, in the research process it was often difficult to explain what is meant by a planner, even to people in relevant departments. As has been pointed out in earlier research by Todes and Harrison, people occupying planning posts are sometimes qualified as town and regional planners, but can also sometimes be geographers, development studies graduates, sociologists, economists etc. Likewise, planning graduates are often employed in positions that do not require a planner but where planning skills and spatial competencies are desirable.

Because planners had been so instrumental in the construction of the apartheid space economy, after 1994 there tended to be a diminished status for planners, contrary to expectations of an increase in the need for more, and higher level, planners. At the time the core set of planners that were available were those that were not trusted due to the historic role of planning. Therefore, many planning posts were then filled by people who were not qualified as planners contributing to a loss of institutional knowledge of the role, responsibility and importance of planning, and to a devaluing of specifically planning skills as people in planning posts became more generalist. This was exacerbated by the fact that the planning Council (now SACPLAN) and SAPI themselves were in the throes of a transformation process at the time. Associated with this was the ongoing debate around the role of the planner and a spatial approach in a post apartheid society. Therefore there was a long time period in which the status and identity of a planner diminished, which is reflected in the generally declining graduation levels indicated earlier.

Unlike professions such as engineering, accounting or medicine, many planning skills are often more generalist and therefore this allows the assumption to be made that they can be performed by a range of professionals. At the same time, there are few mechanisms whereby planners are held accountable for their work – unlike the collapse of a bridge or the death of a patient, planners make a range of assumptions in the course of their work and are rarely, if ever, challenged legally if these are not met once plans are put in place. **Tightening up the registration process in order to ensure that non-planners are not able to**

perform certain planning tasks is needed to overcome this. These tasks are being identified by the profession (SACPLAN) and need to be completed as a matter of urgency. To do this, SACPLAN will need to be strengthened⁴⁴. **Sanctions for poor performance by registered planners also need to be established.**

Verification of findings of planning supply and demand

In order to verify the actual number of planners in the county and the number of planning posts available, **it is recommended that an e-mail survey of planners be carried out, under the auspices of JIPSA.** This would involve a ripple effect entailing sending an e-mail survey to all known planners, and asking them to respond to the sender with details of the number of planners and vacant posts in their organisation, and to forward this to all planners they know. Given that the planning community in South Africa is not very large, and is generally confined to a few sectors, it is likely that this would result in fairly good coverage.

Tertiary education

Linked to the diminishing status of the profession as a whole, it is important to consider the criteria for admission into planning degrees. Anecdotal evidence suggests that current planning students are selecting a planning education because they were unable to gain admission to other courses due to low entrance points. No assessment is undertaken of students' ability to think spatially on entrance to university. Thus many students are not selecting planning as their preferred vocation, but are doing it as a last resort.

It is recommended that an examination of the entrance criteria for tertiary education is carried out, and that more stringent selection mechanism are established.

Development of a professional Board exam

In addition to the above, **it is recommended that consideration should be given to setting the equivalent of a Board exam in order to ensure consistently high and reliable standards of planning graduates.** In order to take account of those people in planning-related disciplines who may otherwise be eligible to fill planning posts and be well-equipped to perform planning functions, it is recommended that candidates from related disciplines such as Geography and Development Studies also be eligible for the Board exam. If necessary, supplementary courses (such as Technical Planning skills and Planning legislation) could be offered as a pre-requisite.

This is currently envisaged in the Planning Professions Act (2002).

⁴⁴ Berrisford, 2006

Upgrading of skills and experience

Earlier research raised concerns that new graduates have little or no experience and find it difficult to operate in the work environment initially⁴⁵. This is particularly problematic in under-capacitated municipalities where they may be the only planner, operating with very little direct support. **It is recommended that an investigation be conducted as to the merits of extending the current work experience to provide more mentoring in a more structured apprenticeship programme.** Newly graduated planners should register as planners in training and a mentor in the municipality could take responsibility for them. For an apprenticeship-type experience to be successful, it is important that students are placed in larger municipalities, or shared service centres, where they can interact with a number of other planners, and be moved around to ensure they gain experience in all aspects of planning. It is also important that the municipality in which they are placed has sufficient capacity to provide guidance to them, without draining the capacity of the municipality itself. A system may need to be put in place to provide the necessary support in terms of funding, personnel and resources, to the mentoring municipalities to ensure that this programme does not become a drain on the mentoring municipality's planning capacity.

For example, in eThekweni, the metro offers in-service training in second year to DUT (Durban University of Technology) students, to whom they pay a stipend. They are given a 6 month to one year contract. However, this could be run in a more structured manner⁴⁶. The support the metro would need to do this includes mentoring training, and preferably a dedicated position for a "mentorship planner", a person whose role would be to identify certain types of work suitable for students, probably mainly statutory, allocate the work and monitor their performance, providing guidance as needed. While the metro could probably afford to provide this, there would need to be a linkage back to the training institution, to provide quick training in skills gaps/problems identified by the metro.

SAPI, often in conjunction with tertiary institutions, offers master classes on relevant topics which could be seen as a step to Continued Professional Education⁴⁷, a requirement of registration as a planner. At present, Master classes are run as a series of guest lectures, but could be more structured, run as mini-courses or refresher courses, providing information on relatively recent issues in the town planning field, such as environmental legislation, densification, gentrification and urban renewal, or community participation. **It is recommended that measures be investigated to ensure that these master classes do address the needs of registered planners for continuing professional development, and that support is provided to SAP to run these courses in partnership with**

⁴⁵ Ovens and Associates, 2006

⁴⁶ Ovens and Associates, 2006

⁴⁷ Ibid

accredited tertiary institutions and SACPLAN. Additional resources for Continuing Professional Development would assist in this process⁴⁸.

Registration

In order to ensure increased professionalism, a number of hard decisions need to be made, such as Board exams, stricter entrance requirements, and professional sanctions. This may have the effect of reducing the supply of planners initially but in the long term should ensure that better qualified and better equipped planning graduates are developed. As was indicated earlier, the registration process for planners has been problematic historically and may also limit the supply of planners in the short term, but will be beneficial in the longer term. It is important to develop a strategic approach to registration of established planners to facilitate registration and break the existing racial dependency within the profession⁴⁹.

Addressing the immediate need for skilled, experienced and specialist planners

Several interviewees remarked on the fact that there was a serious shortage of skilled planners with the necessary experience to address the organisation's planning imperatives. It is suggested that research be conducted to establish why qualified planners have left the profession, or no longer act specifically as professional town planners, and what would be necessary to attract them back into planning posts (such as a municipal planner). This would include a more detailed assessment of the need to attract experienced planning professionals into specialist areas such as transport planning, design, infrastructure planning etc.

Public campaign

It is recommended that a public marketing campaign be carried out by SAPI and/or SACPLAN to educate the public and school leavers about the nature of the planning profession, in order to attract the better students. This should extend to those institutions that do, or should, employ planners in order to re-establish the institutional knowledge associated with planning.

⁴⁸ Watson, 2006

⁴⁹ Also recommended by Berrisford, 2006

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Appendix A: GUIDELINE COMPETENCY PROFILE – MUNICIPAL PLANNING

A typology model of local municipalities across the country was recently developed for DPLG by Wendy Ovens and Associates. The following four groupings of municipalities were identified:

- (a) *Category 1 – Local municipalities which mainly consist of traditional authority areas and/or contain no established towns.*
- (b) *Category 2 – subdivided in (a) and (b).*
 - (i) *Category 2(a) – municipal areas with one or more towns but located in areas which predominately fell within the TBVC states.*
 - (ii) *Category 2(b) – municipal areas with one or more towns which were located outside the TBVC states.*
- (c) *Category 3 - Category B municipalities which contain large urban centres.*
- (d) *Category 4 – Category A municipalities (metropolitan municipalities).*

The following aspects, each with a subset of criteria, were examined to determine the municipal type -

- (a) *broad characteristics (mainly spatial);*
- (b) *political structures;*
- (c) *general management;*
- (d) *human resource aspects;*
- (e) *financial aspects;*
- (f) *powers and functions;*
- (g) *technical services;*
- (h) *community/social services;*
- (i) *community participation;*
- (j) *IDP.*

The typology makes use of geographic, spatial and historic characteristics of each municipality. These were regarded as a set of “static” or slow changing indices. More dynamic characteristics such as service delivery levels, which may change over time and sometimes fairly rapidly, were also included in the modelling. Obviously, some aspects of planning will be consistent across all types of municipality, whereas others will differ according to the kinds of issues facing the municipality.

Key Competencies and Learning Indicators	Category 1 Municipalities	Category 2a Municipalities	Category 2b Local Municipalities and C1 District Municipalities	Category 3 Local Municipalities and C2 District Municipalities	Category 4 Municipalities
KNOWLEDGE	Basic Knowledge of a wide range of activities and related aspects are required such as: • An understanding of legislation (national & provincial) and municipal policy, existing plans and planning processes with respect to the development agenda • Institutional arrangements • Intergovernmental relations • IDP requirements and preparation • Integration of spatial and sector plans • Prioritisation methodologies • Project costing • Planning and organising • Technical standards/procedures • Needs and priorities of stakeholders • Performance management	Knowledge of a wide range of activities and related aspects are required such as: • An understanding of legislation (national & provincial) and municipal policy, existing plans and planning processes with respect to the development agenda • Institutional arrangements • Intergovernmental relations • IDP requirements and preparation • Integration of spatial and sector plans • Prioritisation methodologies • Project costing • Planning and organising • Technical standards/procedures • Needs and priorities of stakeholders • Performance management	Knowledge of a wide range of activities and related aspects are required such as: • An understanding of legislation (national & provincial) and municipal policy, existing plans and planning processes with respect to the development agenda • Institutional arrangements • Intergovernmental relations • IDP requirements and preparation • Integration of spatial and sector plans • Prioritisation methodologies • Project costing • Planning and organising • Technical standards/procedures • Needs and priorities of stakeholders • Performance management	Deep knowledge of a wide range of activities and related aspects are required such as: • An understanding of legislation (national & provincial) and municipal policy, existing plans and planning processes with respect to the development agenda • Institutional arrangements • Intergovernmental relations • IDP requirements and preparation • Integration of spatial and sector plans • Prioritisation methodologies • Training • HR matters • Finance • Planning and organising • Technical standards/procedures • Needs and priorities of stakeholders • Performance management • Monitoring and evaluation • Computer • Managerial functions	Very deep knowledge of a wide range of activities and related aspects are required such as: • An understanding of legislation (national & provincial) and municipal policy, existing plans and planning processes with respect to the development agenda • Institutional arrangements • Intergovernmental relations • IDP requirements and preparation • Integration of spatial and sector plans • Prioritisation methodologies • Training • HR matters • Finance and project costing • Planning and organising • Technical standards/procedures • Needs and priorities of stakeholders • Performance management • Monitoring and evaluation • Computer • Managerial functions

Key Competencies and Learning Indicators	Category 1 Municipalities	Category 2a Municipalities	Category 2b Local Municipalities and C1 District Municipalities	Category 3 Local Municipalities and C2 District Municipalities	Category 4 Municipalities
SKILLS	Basic skills such as: - Analytical thinking to guide and create the development agenda for the municipality - Research - Computer utilisation - Policy formulation - Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints - Adaptability during changes to meet the goals - Problem solving - Stakeholder identification and management - Formal presentation/ public speaking	Basic to competent skills such as: - Analytical thinking to guide and create the development agenda for the municipality - Research - Computer utilisation - Policy formulation - Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints - Adaptability during changes to meet the goals - Problem solving - Stakeholder identification and management - Formal presentation/ public speaking	Competent skills such as: - Analytical thinking to guide and create the development agenda for the municipality - Research - Computer utilisation - Policy formulation - Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints - Adaptability during changes to meet the goals - Problem solving - Stakeholder identification and management - Formal presentation/ public speaking	Advanced skills such as: - Analytical thinking to guide and create the development agenda for the municipality - Research - Computer utilisation - Policy formulation - Financial Management - Change and diversity - Management - Leadership - Effective management of resource allocation - Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints - Adaptability during changes to meet the goals - Problem solving - Stakeholder identification and management	Advanced skills such as: - Analytical thinking to guide and create the development agenda for the municipality - Research - Computer utilisation - Policy formulation - Financial Management - Change and diversity - Management - Leadership - Effective management of resource allocation - Management to ensure that performance standards remains adequate and that responsibilities are adhered to with budget limits and capacity constraints - Adaptability during changes to meet the goals - Problem solving - Stakeholder identification and management
COMMUNICATION	- Providing or obtaining information requiring difficult explanation - Public appearances and debating	- Providing or obtaining information requiring difficult explanation - Public appearances and debating	- Providing or obtaining information requiring difficult explanation - Public appearances and debating	- Provide/obtain sensitive information requiring tact and diplomacy - Formal presentation/ public speaking - Providing or obtaining information requiring difficult explanation to or	- Provide/obtain sensitive information requiring tact and diplomacy - Formal presentation/ public speaking - Providing or obtaining information requiring difficult explanation to or

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Key Competencies and Learning Indicators	Category 1 Municipalities	Category 2a Municipalities	Category 2b Local Municipalities and C1 District Municipalities	Category 3 Local Municipalities and C2 District Municipalities	Category 4 Municipalities
				form a range of stakeholders • Complex report drafting • Complex legal documents • Influencing skills • Negotiations	form a range of stakeholders • Complex report drafting • Complex legal documents • Influencing skills • Negotiations
CREATIVITY	- Facilitate development of vision for municipality - Creativity is required to develop completely new methods/policies/ understanding	- Facilitate development of vision for municipality - Creativity is required to develop completely new methods/policies/ understanding	- Facilitate development of vision for municipality - Creativity is required to develop completely new methods/policies/ understanding	- Facilitate development of vision for municipality - Creativity is required to develop completely new methods/policies/ understanding	- Facilitate development of vision for municipality - Exceptional creativity is required to develop completely new methods/policies/ understanding
QUALIFICATIONS & TRAINING	A degree or diploma in town and regional planning	A degree or diploma in town and regional planning	A degree or diploma in town and regional planning	A degree in town and regional planning	A degree in degree town and regional planning
EXPERIENCE	Minimum of 5 years experience	Minimum of 5 years experience	Minimum of 5 years experience	Minimum of 7 years experience	Minimum of 10 years experience
STATUTORY REQUIREMENTS AND OR PROFESSIONAL MEMBERSHIP	Compulsory registration with SA Council for Town and Regional Planners as town and regional planner	Compulsory registration with SA Council for Town and Regional Planners as town and regional planner	Compulsory registration with SA Council for Town and Regional Planners as town and regional planner	Compulsory registration with SA Council for Town and Regional Planners as town and regional planner	Compulsory registration with SA Council for Town and Regional Planners as town and regional planner

Appendix B: Planners in private firms

Todes and Mngadi (2007) refer to an average figure of 2.5 planners per private firm. A consolidated list of registered firms was obtained from the South African Planners website, totalling 333 registered firms. Verification of this figure was done through contacting 50 of these firms (15%)⁵⁰. While a few large firms have far more than 2,5 planners (e.g. Urban Dynamics, Metroplan, Sisonke Development Planners), the majority of registered firms have only one or two planners per firm. The figure of 2,5 planners per registered firm was therefore taken as a reliable approximation of total planners, resulting in an estimated total of 832 professional planners employed in private firms.

Organisation	Planners
Afriplan	0
Alida Steyn Town Planners	1
Ami Town and Regional Planners	2
Andrew Barker	1
Bertie Van Zyl Town Planners	1
BKS	2
Breda Lombard Town Planners	3
Cebo Planning	2
Christine Platt	1
David Dewar Consultants	0
Dennis Moss Vennootskap	5
Die Beplanningvennootskap	5
Dolf Van der Walt	1
Ella Du Plessis Town and Regional Planners	2
Elliot Duckworth Associates	2
Emendo Incorporated	2
Eugene Marais Town Planners	1
Ferero Planners	0
Gillepsie Archibald and Partner	0
Hawkins, Hawkins and Osborn	0
Henk Bakker and Associates	1
Hugo Olivier and Associates	1
Iain Dalton	1
Jan Hanekom Town Planner	3
JS Willemse	0
Korsman and Van Wyk	1
Larry Aberman Town Planning	1
Linda Willemse Town and Regional Planners	0

⁵⁰ See Appendix A

Macroplan	2
MCA Urban and Environmental Planners	5
Metroplan	9
MLH	5
Neville Algar Town Planners	1
Nicholas Bauman	0
PE Claasen	1
Peter Robinson and Associates	1
Plan Practice	2
PlanKonsult	1
Settlement Planning Services	3
Sisonke Development Planners	7
Terraplan medewerkers	2
Thandiwe	1
The African Planning Partnership	2
The Matrix CC	1
The Planning Partnership	7
Umsebe Development Planners	4
Urban Dynamics	28
Urban Econ	2
Van der Schyff Baylis Shai	6
AVERAGE	2.6

Number of planning technicians working at private firms

Based on the information obtained when contacting 50 of the 333 registered firms (15%), it is clear that approximately 0.5 planning technicians are employed per private firm. This then resulted in an approximate total of 166 planning technicians employed in private firms.

Organisation	Planning technicians
Afriplan	0
Alida Steyn Town Planners	0
Ami Town and Regional Planners	0
Andrew Barker	0
Bertie Van Zyl Town Planners	1
BKS	0
Breda Lombard Town Planners	0
Cebo Planning	1
Christine Platt	0

David Dewar Consultants	0
Dennis Moss Vennootskap	10
Die Beplanningvennootskap	1
Dolf Van der Walt	0
Ella Du Plessis Town and Regional Planners	1
Elliot Duckworth Associates	1
Emendo Incorporated	0
Eugene Marais Town Planners	0
Ferero Planners	0
Gillepsie Archibald and Partner	0
Hawkins, Hawkins and Osborn	0
Henk Bakker and Associates	0
Hugo Olivier and Associates	0
Iain Dalton	0
Jan Hanekom Town Planner	4
JS Willemse	0
Korsman and Van Wyk	0
Larry Aberman Town Planning	0
Linda Willemse Town and Regional Planners	0
Macroplan	0
MCA Urban and Environmental Planners	0
Metroplan	0
MLH	2
Neville Algar Town Planners	0
Nicholas Bauman	0
PE Claasen	0
Peter Robinson and Associates	1
Plan Practice	2
PlanKonsult	0
Settlement Planning Services	0
Sisonke Development Planners	0
Terraplan medewerkers	0
Thandiwe	0
The African Planning Partnership	0
The Matrix CC	0
The Planning Partnership	3
Umsebe Development Planners	1
Urban Dynamics	0
Urban Econ	0
Van der Schyff Baylis Shai	0

AVERAGE	0.56

Appendix C: Planning posts in tertiary institutions

TERTIARY INSTITUTIONS						
Organisation	No. of professional planning posts		No. of planning technician posts		Total	
	Filled	Vacant	Filled	Vacant	Filled	Vacant
University of Cape Town	4	0	0	0	4	0
University of the Free State	4	0	0	0	4	0
Nelson Mandela Metropolitan University	0	0	0	0	0	0
University Of Johannesburg (RAU)	3	1	0	0	3	1
University Of KwaZulu-Natal	3	1			3	1
University Of Pretoria (Tuks)*	7	7			7	7
University Of Venda (Univen)	3	3	0	0	3	3
University Of Witwatersrand (Wits)	9	0			9	0
North West University	6	0	2	0	6	2
University of Stellenbosch	2	0	0	0	2	0
Cape Peninsula University of Technology	6	0	1	0	6	1
Durban University of Technology	7	1	1	0	6	1
TOTAL	54	13	4	0	53	16
*Several part time posts have been combined by the research team to equal the equivalent of 1 post						

Appendix D: Planning posts in national government departments

Department	Core functions Schedule 4 Part A and Schedule 5 Part A/ Other	Planning support required	Min Planners required	Overall Total Obtained	Organograms	Extracted from Prov/ National	Speculation based on function	Estimated Total Demand	Assumption comment
Agriculture	Agriculture; Animal control and diseases; Soil conservation; Abattoirs, Veterinary services	Yes	1	0	2			2	Based on organogram
Arts & Culture	Cultural matters; Language policy etc; Libraries and Museums	No		0				0	None based on function and/or organogram
Communications	Media services	No		0	0			0	None based on function and/or organogram
Correctional Services		Yes	1	0			1	1	Based on min
Defence		Yes	1	0				0	None based on function and/or organogram
Education	Education	Yes	1	0	1			1	Based on organogram
Environmental Affairs & Tourism	Administration of indigenous forests; Consumer protection; Environment; Nature conservation, including national parks, national botanical gardens and marine resources; Pollution control; Tourism	Yes	1	0				0	Functions performed on the website - posts would likely be filled by environmentalists, nature conservationists, marine biologists
Foreign Affairs		No		0				0	None based on function and/or organogram
Government Communications (GCIS)		No		0				0	None based on function and/or organogram
Health	Health services; Ambulance services	Yes	1	0	2			2	Based on organogram
Home Affairs		No		0			1	1	Recently commissioned study from CSIR - indicates possible need for planner
Housing	Housing	Yes	1	24				24	Checked
Independent Complaints Directorate		No		0				0	None based on function and/or organogram
Justice & Constitutional Development		No		0			1	1	Based on min and the department is still in the process of aligning magisterial boundaries etc - i.e . Ongoing boundary work
Labour		No		0				0	None based on function and/or organogram

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Land Affairs		Yes	1	15				15	5 departments with planning or related functions - assumed min of 3 planners per section
Minerals & Energy		Possible		0				0	None based on function and/or organogram
National Intelligence Agency		Possible		0				0	None based on function and organogram
National Treasury	Consumer protection; Property transfer fees	Yes	1	0				0	None based on function and/or organogram
Provincial & Local Government	Disaster management; Indigenous law and customary law; Regional planning and development; Urban and rural development; Provincial planning; Traditional leadership	Yes	1				9	9	Only 2 through telephone interviews, however, website indicates there could be 3 departments - applied factor of 3 - changed figure to 9
Public Enterprises		No		0				0	None based on function and organogram
Public Service & Administration		No		0				0	None based on function and organogram
Public Service Commission		No		0				0	None based on function and organogram
Public Works	Public works	Yes	1	0			10	10	Based on the functions of the department, contains the IDT etc; can't make estimate from the organogram
Science & Technology		No		0				0	None based on function and/or organogram
Secretariat for Safety & Security		No		0				0	None based on function and/or organogram
SA Management Development Institute		no		0				0	None based on function and organogram
SA Police Service	Police	Yes	1	0			1	1	Based on a minimum
SA Revenue Service		No		0				0	None based on function and organogram
SA Secret Service		No		0				0	None based on function and organogram
Social Development	Population development; Welfare services	Yes	1	0			1	1	Based on the nature of the function - also have a department integrated development
Sport & Recreation South Africa		Possible		0				0	None based on function and organogram
Statistics South Africa		Yes	1	0				0	

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The Presidency	Strategic planning and policy development	Yes	1	0	1			1	Planning position
Trade & Industry	Industrial promotion; Trade	Yes		10				10	Provided by the department (unofficial)
Transport	International and national airports; Public transport; Road traffic regulation; Vehicle licensing	Yes	1	0			15	15	5 possible departments - applied a factor of 3
Water Affairs & Forestry		Yes	1	0	2			2	
National Total ESTIMATE								96	

Appendix E: Planning posts in provincial government departments

	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
EC	Premier's Office	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
EC	Agriculture	0				0	None based on organogram and /or functions performed
EC	Economic Development	0		8		8	50% of the number of planners required for the economic function at national level - reduced due to the nature of the province
EC	Education	0		1		1	Based on the national results
EC	Health	0		1		1	Based on the national results
EC	Housing, Local Government and Traditional Affairs	20				20	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province
EC	Provincial Treasury	0				0	None based on organogram and /or functions performed
EC	Public Works	3				3	
EC	Transport	0		8		8	50% of the number of planners required for the transport function at national level
EC	Safety and Liasion	0				0	None based on organogram and /or functions performed
EC	Social Development	0				0	None based on organogram and /or functions performed
EC	Sports, Recreation, Arts and Culture	0				0	None based on organogram and /or functions performed
EASTERN CAPE PROVINCIAL GOVERNMENT ESTIMATE						42	
FS	Agriculture	0				0	None based on organogram and /or functions performed
FS	Education	0		1		1	Based on national result
FS	Health	0		1		1	Based on national result

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
FS	Local Government and Housing	19				19	
FS	Premier	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
FS	Public Safety, Security and Liasion	0				0	None based on organogram and /or functions performed
FS	Public Works, Roads and Transport	0		3		3	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province
FS	Social Development	0				0	
FS	Sport, Arts and Culture	0				0	None based on organogram and /or functions performed
FS	Tourism, Environmental and Economic Affairs	0		3		3	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
FS	Treasury	0				0	
FREE STATE PROVINCIAL GOVERNMENT ESTIMATE						28	
GP	Office of the Premier	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
GP	Agriculture, Conservation and Environment	0				0	None based on organogram and /or functions performed
GP	Community Safety	0				0	None based on organogram and /or functions performed
GP	Education	0		1		1	Based on national result
GP	Finance and Economic Affairs	8				8	
GP	Housing	4				4	
GP	Health	0		1		1	Based on national result
GP	Local Government	0		2		2	
GP	Social Development	0				0	None based on organogram and /or functions performed
GP	Public Transport, Roads and Works	0				0	None based on organogram and /or functions performed

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
GP	Sports, Recreation, Arts and Culture	0				0	None based on organogram and /or functions performed
GP	Gauteng Shared Service Centre	0				0	None based on organogram and /or functions performed
GAUTENG PROVINCIAL GOVERNMENT ESTIMATE						17	
KZN	Agriculture & Environmental Affairs	0				0	None based on organogram and /or functions performed
KZN	Arts, Culture & Tourism	0				0	None based on organogram and /or functions performed
KZN	Economic Development	0		3		3	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
KZN	Education	0		1		1	Based on national result
KZN	Health	0		1		1	Based on national result
KZN	Housing	0		20		20	Estimated based on the Eastern Cape result - provinces with similar characteristics
KZN	Office of the Premier	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
KZN	Parliament	0				0	None based on organogram and /or functions performed
KZN	Provincial Treasury	0				0	None based on organogram and /or functions performed
KZN	Royal Household	0				0	None based on organogram and /or functions performed
KZN	Community Safety & Liaison	0				0	None based on organogram and /or functions performed
KZN	Social Welfare & Population Development	0				0	None based on organogram and /or functions performed
KZN	Sport & Recreation	0				0	None based on organogram and /or functions performed
KZN	Local Government & Traditional Affairs	56				56	21 filled + 50 vacant, not all of which require a planning qualification; assumed that 35 of those 50 require planning
KZN	Transport	0		8		8	50% of the number of planners required for the transport function at national level

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
KZN	Public Works	0				0	None based on organogram and /or functions performed
KWA ZULU NATAL PROVINCIAL GOVERNMENT ESTIMATE						90	
LIM	Office of the Premier	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
LIM	Provincial Treasury	0				0	
LIM	Public Works	0				0	None based on organogram and /or functions performed
LIM	Local Government and Housing	12				12	Based on organogram
LIM	Education	0		1		1	Based on national result
LIM	Health and Social Development	0		1		1	Based on the national result - support to health
LIM	Safety, Security and Liasion	0				0	None based on the nature of the community safety function performed at provincial level
LIM	Economic Development, Environment and Tourism	0		3		3	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
LIM	Roads and Transport	0		3		3	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province
LIM	Agriculture	0		8		8	50% of the national result for Land Affairs
LIM	Sport, Arts and Culture	0				0	None based on organogram and /or functions performed
LIMPOPO PROVINCIAL GOVERNMENT DEPARTMENT ESTIMATE						29	
MP	Office of the Premier	0		1		1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
MP	Agriculture and Land Administration	11				11	
MP	Culture, Sports and Recreation	0				0	None based on organogram and /or functions performed
MP	Education	0		1		1	Based on the national result

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
MP	Economic Development and Planning	0		3		3	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
MP	Finance	0				0	None based on organogram and /or functions performed
MP	Health and Social Services	0		1		1	Based on the national result - support to health
MP	Local Government and Housing	0		10		10	Based on results for other provinces
MP	Public Works	0				0	None based on organogram and /or functions performed
MP	Roads and Transport	0		3		3	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province
MP	Safety and Security	0				0	None based on the nature of the community safety function performed at provincial level
Mpumalanga Provincial Government Estimate						30	
NW	Premier's Office	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
NW	Finance	0				0	
NW	Economic Development and Tourism	0		3		3	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
NW	Developmental Local Government and Housing	0		10		10	Based on results for other provinces
NW	Education	0		1		1	Based on the national result
NW	Agriculture, Conservation and Environment	0				0	None based on organogram and /or functions performed
NW	Health	0		1		1	Based on the national result
NW	Sport, Arts and Culture	0				0	none based on organogram and /or functions performed
NW	Transport, Roads and Community Safety	0		3		3	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
NW	Public Works	0				0	None based on organogram and /or functions performed
NW	Social Development	0				0	None based on organogram and /or functions performed
North West Provincial Government Estimate						19	
NC	Premier's Office	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
NC	Agriculture and Land Reform	0		3		3	20% of the number of planners required for the land reform function at national level - reduced due to the nature of the province
NC	Environmental Affairs, Economic Affairs and Tourism	0		2		2	20% of the number of planners required for the economic function at national level - reduced due to the nature of the province
NC	Education	0		1		1	Based on the national result
NC	Finance	0				0	None based on the nature of the community safety function performed at provincial level
NC	Health	0		1		1	50% of the number of planners required for the health function at national level
NC	Housing and Local Government	11				11	Provided by the department
NC	Public Works, Roads and Transport	0		3		3	20% of the number of planners required for the transport function at national level - reduced due to the nature of the province
NC	Safety and Liasion	0				0	None based on the nature of the community safety function performed at provincial level
NC	Social Development	0				0	None based on organogram and /or functions performed
NC	Sport, Arts and Culture	0				0	None based on organogram and /or functions performed
Northern Cape Provincial Government Estimate						22	
WC	Department of Agriculture	0				0	None based on organogram and /or functions performed

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	Provincial department	From Departments	Organograms	Extracted from Prov/National	Speculation based on function	Estimated Total Demand	Assumption comment
WC	Department of Community Safety	0				0	None based on the nature of the community safety function performed at provincial level
WC	Department of Cultural Affairs and Sport	0				0	None based on organogram and /or functions performed
WC	Department of Economic Development and Tourism	0			5	5	50% of the number of planners available for the economic function at national level
WC	Department of Environmental Affairs and Development Planning	35				35	Provided by the department
WC	Department of Health	0		1		1	50% of the number of planners required for the health function at national level
WC	Department of Local Government and Housing	0			20	0	Based on the results for other provinces, contains large metro etc - significant backlog levels etc
WC	Department of Social Development	0				0	None based on organogram and /or functions performed
WC	Department of Transport and Public Works	0		8		8	50% of the number of planners required for the transport function at national level
WC	Department of the Premier	0				1	Based on the assumption that the Premiers office undertakes overall strategic policy development for the Province as a whole
WC	Provincial Treasury	0				0	none based on organogram and /or functions performed
WC	Western Cape Education Department.	0		1		1	Based on the national result
Western Cape Provincial Government Estimate						51	

Appendix F: Planning posts in Not for profit and research organisations

National	
Afesis Corplan	1
Agricultural Research Council (ARC)	
Airports Company South Africa (ACSA)	
Council for Geoscience	
CSIR	10*
Development Bank of Southern Africa (DBSA)	2
Eskom	2
Free State Development Corporation	
Human Sciences Research Council (HSRC)	3
Independent Development Trust	
Independent Electoral Commission (IEC)	
Industrial Development Corporation (Ltd) (IDC)	
Land Bank and Agriculture Bank of South Africa (Land Bank)	
Land Claims Court (LCC)	
Municipal Demarcation Board (MDB)	2
National Development Agency (NDA)	
National Economic Development and Labour Council (NEDLAC)	
Rand Water	1
South African Local Government Association (SALGA)	
South African National Parks (SANPARKS)	
South African National Road Agency	
South African Tourism (SATOUR)	
Telkom SA (Ltd)	2
Transnet (Ltd)	2
Provincial	
E Cape Dev Corp	
E Cape Parks Board	
Coega Dev Corp	
GEDA	
St Lucia Wetland Park	1
Maluti-Drakensberg trans-frontier park	1
Cape Nature Conservation	
Umgeni Water	1
TOTAL	34

*Estimate